

REPORT
of
Executive Officers — Executive
Council — Departments
and
Standing Committees
of the
MASSACHUSETTS
STATE LABOR COUNCIL
AFL-CIO



Sixth Convention

October 15-18, 1963

SPRINGFIELD, MASSACHUSETTS

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J. WILLIAM BELANGER

Secretary-Treasurer

JAMES P. LOUGHLIN

Executive Vice Presidents

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DEPARTMENTS

JAMES A. BROYER.....*Legislative Director*

ALBERT G. CLIFTON.....*Legislative Agent*

FRANCIS E. LAVIGNE.....*Director, Education & Research*

JOSEPH J. CASS.....*Director, COPE*

GERARD KABLE.....*Director, Publications & Public Relations*

* Elected June 20, 1963

Executive Officers' Report

To the Officers and Delegates to the Sixth Annual Convention of the Massachusetts State Labor Council, AFL-CIO

GREETINGS:

We are convening for the sixth consecutive year as a united organization to review the work we have done in the past twelve months and to chart an even more aggressive course for the year that lies ahead.

Events since our last Convention have brought into greater prominence several of the basic objectives of organized labor—namely, the fight for equal rights for all Americans regardless of race, color or creed and the fight to achieve and maintain full employment for all Americans able and willing to work. In these struggles we are determined to keep moving forward despite the odds and the occasional setbacks we experience.

You will recall that the main theme of our last Convention revolved around the immediate need for action to reduce unemployment. Your President, in his address to the Convention noted that there were nearly one million long-term unemployed at the time, men and women out of work for six months or longer who, in most cases, had exhausted their unemployment benefits. He criticized the 87th Congress for aggravating this situation by its refusal to extend temporary unemployment compensation benefits to April of this year, as the President had asked.

The Convention adopted a number of resolutions bearing directly on the problem of unemployment, the principal of which was the resolution calling for the establishment of the 35-hour week in all industries. Others called for broader improvements in unemployment insurance, a tax reduction in the lower and middle income brackets, for a Congressional study of the impact of automation, for adequate protective provisions in the Trade Expansion Act, and for improvements in the Manpower Development and Training Act.

As 1962 was an election year the delegates to our last Convention were given an opportunity to hear from the lips of major candidates seeking labor's support their views on how the serious problems facing the state and nation could best be solved. On the basis of these expressed views as well as on the basis of their answers to specific questions posed to them by your Council, all officers of the Council and many of the Convention delegates who answered the Call to an endorsing conference eight days after the close of the Convention were able to select a number of candidates for federal and state offices for endorsement. It was the hope of the Council, on behalf of all its members, that these candidates, if elected, would place Massachusetts in the forefront of legislative action to solve the economic ills of the nation and give every working man and woman his or her fair share of America's great wealth.

But while this year has been an eventful year, we would be deluding ourselves if we said that the country has moved forward at a pace commensurate with current needs. Although we have kept insisting that a shorter work week was a major part of the solution to our unemployment problem, the campaign to reduce working hours—got off to a slow start—but President Kennedy in one of his speeches has now attested to its logic. The tax reduction proposed

by President Kennedy to stimulate the economy has yet to be realized. It has passed the House and the fight must now be continued in the Senate.

President Kennedy, in appointing a Commission on Automation, has taken a major step towards isolating the problems brought on by rapid technological advances. This, however, is a long-range policy designed to pave the way for insuring the protection and security of workers at some future date and will not create the new jobs needed now.

Your Executive Officers attended the Washington Conference of State and City Councils in December last year, at which time national legislation, along with other matters requiring the attention of State and City Councils, was discussed. The discussion led to speculation that while the New Frontier bloc had gained slightly in the election it could be expected that the opposition coalition would tighten its ranks and increase its resistance. It would seem at this time that this was not idle speculation. The only efforts made by Congress to date to come to grips with the unemployment problem have been the enactment of a Supplemental Appropriations for Public Works bill and a proposal to expand the Area Redevelopment Act. Ironically, it was a Republican legislator who called the failure of Congress to pass "one piece of constructive or progressive legislation" in its present session "dynamic inertia."

Yet the unemployment rate for the first seven months of 1963 was at 5.8 percent compared with 5.6 percent in the same period of 1962. It has been pointed repeatedly that present economic trends are pointing towards a recession in 1964 unless decisive action is taken by the government to lift sales, production and employment. It should be noted that the situation could be even worse if the increase in the minimum wage passed by a previous Congress, which went to more workers this year to the tune of more than a half a billion dollars, had not been enacted—or if our unions had not won wage hikes at the bargaining table to increase the purchasing power of those who still have jobs.

The officers of your Council have made direct appeals to the Congress on a number of important matters that came before it during the year. We have urged support of extra appropriations for Employment Security agencies to enable them to expand their job placement efforts. We have urged support of Supplemental Appropriations for Public Works. We have urged revision of the Set Aside Program of the Small Business Administration to eliminate unfair competition affecting members of our building trades unions. We have urged support of two measures to promote youth employment. We have urged reversal of a decision by the Civil Aeronautics Board affecting the Northeast Airlines to save the jobs of hundreds of Massachusetts workers. We have urged that Public Law No. 78 be allowed to die a natural death to save agricultural jobs for American farm workers. We have asked Congress to act favorably on House Bill No. 8200, designed to expand the Emergency Disaster program. We have appealed directly to the President on tariff matters regarding textiles, shoes, the fishing industry and bicycles, as this affects our members in the State.

We have appealed several times to the Congress for support of the President's tax cut proposal and his program on Civil Rights. We do not want to see any provision to cancel its effectiveness tacked on to the tax cut bill—and we do not want to see the Civil Rights bill emasculated beyond recognition by a willful and determined minority of inconvincible segregationists.

Nationally, our primary goal as we convene for our sixth annual convention is full employment achieved through government action. The solution to our grave unemployment problem would make it easier to arrive at the solution

of other major problems facing the nation. For a long-range and permanent cure, we will continue to insist on the shorter work week.

The factors pointing to the possibility of a recession in 1964 must not be allowed to materialize, lest an already intolerable condition become disastrous. The impact of automation, the need to create new jobs to cope with our continually expanding labor force, can no longer be merely the themes for conferences and resolutions. They must be regarded as the battle cry for action—particularly in view of the fact that the giant step forward recently taken towards world peace, the signing of a nuclear-test ban treaty, suddenly awakened thinking Americans to the truth that no preparation whatsoever has been even discussed for American industry to meet and cope with the complex economic problems that would arise from eventual complete disarmament.

As we said at the outset, we must be prepared in this Convention to chart an even more aggressive course for the year that lies ahead.

In the State

As our delegates walked away from the final session of our last Convention, they marched right into the political arena to participate in the election of a U. S. Senator, a Congressional delegation reduced from fourteen to twelve seats in the House of Representatives in Washington, new State Constitutional officers and a new State Legislature.

Through our COPE Department, we had already helped to achieve the best off-year registration result. We had a two-fold purpose. Not only to elect as many friends of labor as possible both at the national and at the state level but also to work for a favorable vote on Referendum No. 1, which would have authorized the State Legislature to study tax reform proposals free of the shackle imposed by Article 44 of the State Constitution, a goal towards which organized labor in Massachusetts had worked since after World War I.

Although other liberal groups joined us in our drive to get a favorable vote of this Referendum, the taxpayers of Massachusetts allowed themselves to be brainwashed in the intensive campaign conducted by the well-organized and well-financed opposition and a NO-vote prevailed.

However, this defeat was offset by the fact that eighty-two percent of the candidates we endorsed were elected, which "was the highest batting average of any state in the nation." Your Executive Officers, when they attended the Washington Conference of State and City Councils, were highly commended for this feat.

We have made the business of political education a year-round activity for all of our affiliated locals. The two-day Area COPE Conference for all of New England was held in Boston this year in April. The conference was attended by more than five hundred men and women, made up mostly of regional directors, international representatives, business agents, officers of central labor bodies and other full-time personnel.

For the purpose of keeping our members better informed on the political and legislative activities of organized labor in Massachusetts, we instructed our Department Directors early in the year to work with the various central labor councils in the state to arrange for combining their annual legislative evening conferences in specified areas and changing the format from evening-meetings to all-day seminars. This new plan was inaugurated in three areas—one combining the Greenfield, Holyoke, Northampton and Westfield Councils; another com-

bining the Worcester and North Worcester Councils; and the third combining the Fall River and New Bedford Councils. In every instance these seminars were successful, opening opportunities for active participation by rank and file members in discussions on legislation, political action, taxes, and other related topics. Your Council officers hope to extend this type of activity to other areas.

The legislative program adopted by our last Convention was filed in the State Legislature in fifteen bills which we worked to have enacted because they were in the best interest not only of the members of our affiliated unions but of all the people of the Commonwealth.

Although we conducted an intensive campaign to win enactment of a measure that would have clarified the Massachusetts Employment Security Act and made workers locked out in labor disputes or engaged in strikes prolonged by an employer's refusal to arbitrate eligible for unemployment compensation, we succeeded only in getting it through the Senate by one vote. It was defeated in the House by a 144 to 88 vote. It had almost solid Republican opposition, joined by Democrats who can hardly be called friends of labor.

Details of other difficulties we had with some other measures will be found in the Report of our Legislative Department.

However, we were successful in getting favorable votes on some important bills. The increase we won in weekly benefits under our Employment Security Act was particularly significant in view of the fact that jobless pay benefits were reduced by the Legislatures of twelve other states this year.

The increase from \$50 to \$53 under our Workmen's Compensation Act was a gain but we believe that this still does not provide adequate compensation for the injured worker. We intend to keep working for a formula more in keeping with the original intent of the law.

Among other victories registered this year was a limit placed on the duration of injunctions, an increase in the minimum wage of employees who receive gratuities, a poultry inspection measure, and a partial granting of our request for additional inspectors for the Department of Labor and Industries. Our victories must also include the defeat of a number of anti-labor bills, which you will find listed in the Legislative Department Report.

We must note here also that your President and the Chairman of your Standing Committee on Taxation led the presentations at a hearing to nip in the bud an early attempt to get a new sales tax bill through the Legislature.

In the field of education, we have continued to expand our annual scholarship program. A new award of \$100 was added this year by the Greater Boston Central Labor Council and the Westfield Council increased its annual award from \$50 to \$100. There were 2,250 students from 210 high schools throughout the State who participated in the examinations, 1,713 of the participants completing them. Nearly \$7,000 was awarded in scholarships, of which two top \$500 awards are contributed by your Council. More details on this program will be found in the Report of our Department of Education and Research.

This Report will also describe our activities in the Harvard Trade Union Program, the Higher Education Loan Plan, the National Contest on Employment of the Physically Handicapped, the New England Economic Education Council, the Regional Community Colleges, the Conference on Children and Youth, and other institutions established for the promotion of education and culture.

Your President, as a member of the Massachusetts Board of Regional Community Colleges, and your Director of Education, as a member of the Advisory

Board of the Massachusetts Bay Community College, on June 11 participated officially in the First Annual Commencement exercises of the latter regional college.

Our Fifth Annual Labor Institute, held at the University of Massachusetts in June, attracted some two hundred people. Besides engaging in a three-day discussion of "Labor's Unfinished Business," the Institute paved the way for establishing at the University of Massachusetts a series of labor-university extension courses for the benefit of our members.

We might mention also that our annual contributions to WGBH-TV, the privately supported educational television station operating in Cambridge, is a part of your Council's activities in the field of education.

Other Activities

The many activities in which your State Council has participated are too numerous to be written in detail in the limited space of this Report. Let us attempt, however, to give you a fleeting glance at some of the most important.

During the past year the officers participated in the Boston celebration of the 50th Anniversary of the U. S. Department of Labor; in the Massachusetts Council for Constitutional Reform; the 19th Annual Eastern Seaboard Apprenticeship Conference; in the Diabetes Detection Drive; the AFL-CIO Community Services Conference in New York; on the Commonwealth's Special Tax Commission; on an unofficial Advisory Committee of the Division of Industrial Accidents; on an Advisory Committee on Civil Rights; on the Massachusetts Committee on Discrimination in Housing; and others.

In one of the most important and vital undertakings designed to bring some measure of relief to the unemployed, your Council played a major role. When the Manpower Development and Training Act was enacted, its successful implementation required coordinated efforts on the part of government, business and labor. Your Council immediately called upon the State Administration to get the necessary committees organized and to consider the names of labor representatives to serve on these committees. The State was divided into 22 MDTA areas, with a coordinating committee in each of these areas. These area committees all operate under the State Advisory Committee, on which four labor representatives are serving. There are 32 labor representatives serving on the 22 city and local coordinating committees. These same arrangements also apply to implementation of the provisions of the Area Redevelopment Act.

In other activities, your Council appropriated money for a survey of ways and means of providing low-cost medical care facilities and clinical aid for the members of our affiliated unions.

We have called two special meetings during the year. The first, on May 10th, was called for emergency discussion of a pending tax proposal due for a hearing. The other, on April 2nd, was to discuss Constitutional reforms.

During the course of the year, representatives from the Railroad Unions, the Airlines, the Government Employees, the Higher Education Loan Plan, the Insurance Workers, and Moral Re-Armament were allowed to appear before your Council at their request to present special appeals.

Conclusion

In closing this necessarily condensed report of the activities of your State Council during the past year, we would like to thank the officers and members

of all our affiliated unions for their continued cooperation and the confidence they have reposed in the officers of the State Labor Council throughout the year. It was this spirit of team work that has enabled us to meet the obligations of our respective offices and to continue to press forward.

While progress towards our objectives may seem rather slow at times, we must not forget that all worthwhile social and economic gains achieved by organized labor have required years of patient work and grim determination to become fully realized.

We must continue to believe in our possibilities as a collective force. We must continue to strive to transform the struggle for existence to a struggle for fulfillment. Working together, we can build a society that will not tolerate ignorance, poverty and suffering—a society that can achieve the highest degree of efficiency by the proper utilization of the untapped resources of human beings.

We ask only your continued cooperation and trust.

Respectfully submitted,

J. WILLIAM BELANGER, *President*

JAMES P. LOUGHLIN, *Secretary-Treasurer*

JOHN A. CALLAHAN, *Executive Vice President*

SALVATORE CAMELIO, *Executive Vice President*

Report of Secretary-Treasurer

To the Officers and Delegates to the Sixth Annual Convention of the Massachusetts State Labor Council, AFL-CIO

GREETINGS:

As required by the Constitution of the Massachusetts State Labor Council, I am submitting this report of my stewardship as your Secretary-Treasurer. I would like first of all to give my thanks to those of you who expressed their trust and confidence by re-electing me to this important office at our last Convention. I have tried to meet the obligations of this office with the efficiency and integrity that was expected of me.

At the end of this book, you will find the Certified Public Accountant's Audit covering the period between July 1, 1962 and June 30, 1963, which is the Fiscal Year designated by our Constitution. This Audit can be studied by every delegate to this Convention for arriving at individual analyses of the financial structure of your Council, but I should like to make a few comments in reference to the Audit.

First let me direct your attention to Schedule 1 of the Audit. You will find that at the end of the fiscal year we had lost a net of ten local unions in affiliations. While this does not indicate the present affiliation status of our organization at the opening of this Convention, since many new unions have asked for affiliation and have been accepted in the three and a half months that have elapsed from July 1st to this date, it does, however, point up the need for all unaffiliated local unions in the State to become affiliated in order that your State Council may be able to function with full strength in the legislative and political activities conducted for the benefit of all members of organized labor in the Commonwealth.

By referring to Exhibit 2, it will be noted that the loss of affiliates during the fiscal year is reflected in that part of your Council's income derived from per capita dues from affiliated unions. The amount received during this last fiscal year was \$6,123.19 less than the previous year. Reductions reflected in other items of income going into the General Fund accounted for a total difference of \$8,462.09 from the previous year.

While most items in the expense column remained about the same as the year before, there were several increases which brought the total expenses to a higher figure than that of 1961. The increase in postage, for instance, added \$2,327 to mailing expense. Our Standing Committee on Taxation, in the campaign to get a favorable vote on Tax Referendum No. 1, spent a total of \$5,459.51 for meetings, printing, etc., an item which did not appear in the list of expenses the previous year.

All this and several other factors explains the difference in the Net Worth at the end of this fiscal year as compared with that of the year before.

Last year I pointed out that we could expect an increase in the COPE account figure as we were coming into a Congressional election. The total income in the COPE account last year had been merely \$4,859.92. The total expense had been \$1,213.26 to leave a balance of \$3,646.66 for the year. However, this figure added to the balance left in the previous year increased the total balance at the end of the 1961-1962 fiscal year to \$6,010.07. This year, stimulated by the election of 1962, the total income in the COPE account was

\$27,332.38. The political expenses of COPE, however, was \$32,634.58. This leaves a balance in the COPE account, at the end of our last fiscal year, of \$705.19.

In view of the increasing expenses and the acceleration of activities in the various areas in which your State Council must move to be of service to its affiliated local unions, I have advanced suggestions, which have been acted upon by the full Executive Council, for a more aggressive drive to bring unaffiliated locals into the Council. As I pointed out earlier, this has already brought encouraging results and I am certain that, with the support of all of our affiliates, we can really make the coming year a banner year in respect to affiliation.

I would like to thank especially the members of our staff and the Vice Presidents who have assisted me in getting unaffiliated locals throughout the State to affiliate with our Council. This drive, as I said, will continue as long as there is one local union unaffiliated. Sooner or later, every member of organized labor in Massachusetts must come to the realization that the services rendered by the State Labor Council benefits every worker—even if a worker happens not to be a union member. An example of this is the fight conducted by your Council to improve the minimum wage law in the State, a fight which won for the workers of Massachusetts better provisions in our Wage and Hour Law than those embodied in the federal law. This, it will be conceded by all who are protected by union contracts, is of more benefit to non-union workers.

Full participation by all union members in the great work being done by your State Council in the field of legislation and political action is our goal. We feel that full participation is a matter of pride and that no union member wants to be deprived of the opportunity. It is up to the officers of all local unions to see to it that they are given that opportunity.

I want to refer you now to the Reports of our Departments and of our Standing Committees. These Reports will testify to the dedication and the aggressiveness of those who have accepted the responsibilities that go with taking an active part in the affairs of the trade union movement.

During the year, I have answered all requests addressed to my office which called for assistance in any way. I have accepted every invitation to participate in the functions of our affiliates unless acceptance was not humanly possible. I have insisted at all times that my office is open to all members of our affiliates and I intend to continue this policy as long as I hold the office.

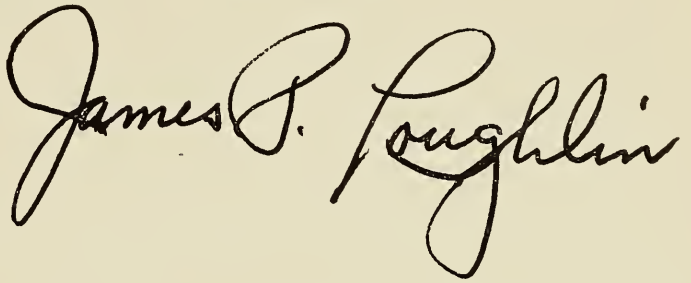
I want to thank my fellow Executive Officers and all Vice Presidents of the Council for the cooperation they have constantly given me during the year. I want to thank the Department Directors also for helping to make my task of running the office easier. And I am grateful to all the girls on our clerical staff for the high degree of efficiency each one applied to her job. I can truthfully say that there has been real team work among all the members of our staff all through the year and that none of the obligations of the office of your Secretary-Treasurer have not been met.

I want to say here also that I have had the full cooperation of all of our affiliates, for which I want to extend sincere appreciation.

There is much that we as officers of this great organization must do in the year ahead to achieve some immediate objectives. I am confident that we

will continue to work as a team to give our affiliates the kind of leadership they have a right to expect.

Respectfully submitted,

A handwritten signature in cursive script, reading "James P. Loughlin". The signature is written in dark ink and is positioned above the title "Secretary-Treasurer".

Secretary-Treasurer



DEPARTMENT REPORTS

REPORT OF THE LEGISLATIVE DEPARTMENT

By: JAMES A. BROYER, *Director*

ALBERT G. CLIFTON, *Legislative Agent*

The General Court still in session, the number of legislative documents had reached 4,202 on September 3, 1963. What the total will be when the session ends for the year, cannot be foretold.

The number of legislative documents is often cited as a compelling reason for limiting the right of petition, by restricting the filing of measures to certain categories for consideration at the second yearly session of a legislature, namely the year of state elections.

Labor, as well as all citizens need to be concerned with any attempts to impose such restrictions, and thereby change the Massachusetts traditional and time-honored custom of "free petition."

The length of yearly sessions has little or no relation to the number of bills filed yearly, an argument often advanced by proponents of restriction.

The following paragraph from previous reports of the Legislative Department should be kept in mind whenever we hear proponents advancing their fallacious arguments to eliminate the present rights of "free petition."

"To Labor, the change would be disastrous; progress in bettering our labor laws in keeping with the times would lag; labor legislation when finally enacted, would always be long overdue."

ANTI-LABOR LEGISLATION

Workmen's Compensation

Whereas in previous years, a number of bills to weaken the Massachusetts Workmen's Compensation Act in several aspects were encountered, we witnessed a change in strategy this session.

Efforts were centered on two bills and the other types were not filed. This change of policy is ominous, it indicates a pinpointing of effort to get measures of most importance enacted.

One bill, House No. 964, would stop payment to an injured worker if the insurer filed a medical report of a doctor with the Industrial Accident Board, alleging the worker had recovered and was able to work.

The evils, were such a measure to become law are impossible to assess. Litigation costs for injured workers would increase to a considerable degree, delays of many months before the case would be given a hearing, therefor many forced by want would accept settlements grossly inadequate and contrary to the purposes of our Act.

The other measure House No. 1955 was a tricky measure. It would appear to be more liberal and beneficial to injured workers than the present law. The fact is, were it to become law, many of the more serious and crippling cases would be denied any compensation, either medical or for loss of income. This bill, House 1955, is contrary to current advanced medical knowledge, and to the trend of Workmen's Compensation relative to injuries that do not immediately become apparent.

Defeated this year, these two bills perhaps with some slight change of language will be certain to appear at the 1964 session.

Their enactment would save thousands of dollars for employers and insurers at the expense of severely crippled workers.

Unemployment Compensation

Two bills to restrict an unemployed worker's eligibility to receive compensation, Senate No. 307 and Senate No. 312, were of the usual type filed. S. 307 would have increased the annual earnings necessary to qualify for benefits. To anyone lacking the knowledge of patterns of employment here in Massachusetts, this measure would not appear to be unreasonable. Yet the fact is many workers in certain industries would be denied benefits by its passage.

S. 312, added to our present earning eligibility would make our law much worse. It called for fifteen weeks of employment in a twelve-month period in order to qualify for benefits. This would deny benefits to the same class of workers that would S. 307. But further, if we should experience a recession, it would hit almost all categories of employment. For example, under S.312 a construction worker could make two thousand dollars (\$2,000) in fourteen and one half weeks and yet be denied compensation.

House No. 963 would amend Section 25 (e) of the Act returning it to the form established under the Herter Administration under which thousands of workers were denied benefits. It took Labor five years to change Section 25 (e) and undo the damage done by the 1953 Herter Amendment.

State Employees

House No. 1320 proposed to remove a considerable number of state employees from the protections of the civil service laws. This bill was opposed at the hearing and followed through until its defeat in the Senate.

Wages, Hours and Overtime

Senate Bills, Nos. 313 and 316 and House No. 1691 were intended to put further exemptions in the time and one half overtime law.

House Bills, Nos. 1462-1463 and 1465 would remove present protections our law affords to women and minors in relation to meal times and hours of employment.

House No. 2910 was most broad in scope, in all probability it would render the law relating to needle trades under Industrial Home Work a dead letter.

All of the foregoing measures were opposed at the hearings and followed to their respective branches of the Legislature to insure their defeat. While defeated this year, in varying forms we can expect to battle them each session. Some are more dangerous than others, but all if enacted would weaken present laws beneficial to Labor.

Injunctions

House No. 1464 is a perennial, encountered every session, under certain conditions an injunction would be issued against a union and probably by a single justice.

House No. 1442 would return the hearing for a temporary injunction to a single judge instead of the three judge panel the law now requires.

One other measure House No. 962 was a smear bill, it would put a re-

striction on pickets similar to the law barring the importation of strikebreakers by commercial strike breaking agencies.

The foregoing three bills were defeated. The most serious assault attempted on the Massachusetts Law relating to labor disputes and injunctions this session was Senate No. 311. Backed by General Electric, Bethlehem Ship, and other employer groups, this bill would bring back strikebreaking by injunction. Our present law would be worthless.

Notwithstanding the fact that the Judiciary Committee that held the hearing on S. 311 was controlled by the Democrats eleven to six, the Committee reported a new draft Senate No. 746 which was just as drastic as the original bill S. 311.

Proponents realizing we had the votes in the Senate to kill S. 746 switched their tactics.

They moved to substitute a Resolve for a study by the Judicial Council of the subject matter covered by S. 746. The purpose of this was to keep the issue alive and quite probably to get some report by the Judicial Council favorable to them. Such reports are always made to the next session.

The Resolve was defeated by a straight party vote 27 to 10, after which S. 746 was killed by a standing vote.

This type of bill has been up for the past several sessions, it brands its proponents as anti-labor extremists. No amount of smooth talk should beguile Labor. The filing of such a measure, its support at a public hearing, is indicative of a deep seated hostility to unions, and a desire to return to the days when a powerful arm of our government could be utilized to break strikes.

Our injunction law is patterned after the Norris-LaGuardia, in fact the section that S. 311 and S. 746 would destroy is identical word for word for a section of Norris-LaGuardia.

Labor Bills Enacted

House No. 1470 was reported by the Committee on Labor and Industries under H. 447.

H. 447 was enacted as Chapter 438, Acts of 1963.

H. 447 increases the weekly maximum unemployment benefit to \$45. The increase goes into effect on September 29, 1963 and applies only to claims filed after that date.

House No. 1467 proposed an increase in the Workmen's Compensation weekly benefit.

An amended redraft House No. 3388 was enacted as Chapter 460, Acts of 1963.

It raises the weekly benefit to \$53, and the increase will apply to injuries occurring after November 1, 1963.

House No. 1442 amended an Act to Clarify Labor Injunctions. Enacted as Chapter 381, Acts of 1963.

This limits a labor injunction to one year from date of issuance and requires a new hearing and finding if it is to be renewed. Effective August 12, 1963.

House No. 1472, amended and enacted as H. 3007.

H. 3007 is Chapter 586, Acts of 1963 and became effective July 31, 1963 and provides:

1. An increase to eighty cents (.80) an hour immediately for employees receiving gratuities.

2. A further increase for such employees to eighty-five cents (.85) to go into effect on September 4, 1964.

3. Increased rates of all current wage orders that were less than the increases provided for in 1 and 2 above on July 31, 1963 and September 4, 1964.

House No. 1536 An Act to Protect Public by Poultry Inspection.

This bill would require stricter inspection in Massachusetts of poultry to protect the public. Proposed by the meat cutters' union, and filed by the Massachusetts State Labor Council, AFL-CIO. Amended as Senate No. 862 and enacted as Chapter 527, Acts of 1963 becomes effective October 7, 1963.

Labor Bills Pending as of September 10, 1963

House No. 1474 An Act to Prohibit Certain Lie Detector Tests.

This bill would change the present law and would outlaw the lie detector tests by employers in all cases. Amended as House No. 3331.

From the very date of the hearing of this bill behind the scenes opposition of extreme intensity has worked to defeat the bill. The bill passed the House and opponents could only muster fourteen votes of the thirty needed to obtain a roll call in an effort to side-track the bill to a study.

In the Senate the bill survived four roll call votes by substantial margins, the final vote by 32 to 5. Enacted and sent to the Governor on June 21st, it was recalled in the Senate on June 27th. Representation has been made to the Governor of the importance of this bill on several occasions, in the meantime the opposition has continued their efforts to have the bill killed, and as of September 1, 1963 the bill still awaits recall from the Senate by the Governor.

House No. 434, An Act Regulating the Cancellation of Certain Insurance during a Strike of Insurance Agents. This bill passed both Senate and House and was sent to the Governor on April 4th. It was recalled in the Senate on April 10th. Due to a technical defect, an amendment was required which was adopted by both Senate and House in July. As of September 10, 1963 the bill has not been recalled from the Senate.

House No. 1549, this bill asked that more safety inspectors be appointed in the Department of Labor and Industries. This bill is still in the House Ways and Means Committee, in the meantime the supplementary budget is expected to provide some additional inspectors, but not the number asked for in H. 1549.

Full support was rendered by the State Council and its Legislative Department for the 10% increase for the state employees. The bill House No. 3700 reported by the Public Service Committee, embodied pay increases for the Executive and Judicial branches and the state employees. It went to the House Ways and Means Committee and was expected to be reported out in three bills, each to cover a category around the middle of September.

Labor Bills Failing to Pass

The following measures were filed by the Massachusetts State Labor Council, AFL-CIO. House No. 1471 proposed an increase of twenty per cent (20%) in the Workmen's Compensation Benefit plus reasonable expense of any proceedings incurred by a claimant, if benefits due were not paid within thirty days from the date of injury.

The purpose of this bill was to discourage the practice of insurers of delaying and stalling on payment of compensation.

Senate No. 37, this bill provides for sickness and accident compensation similar to the California law.

House No. 1474, would require public notice if a labor dispute existed where-ever tickets for public transportation was sold (air lines, buses and railroads). This measure had technical difficulties that appeared impossible to resolve.

House No. 1430 provided that dividends occurring on group insurance of which part of the premium were paid by employees should be prorated to the extent of the contribution for the benefit of the employees.

House No. 1466 An Act to Clarify the Health and Welfare Law.

By Court interpretation, the present Health and Welfare Law in Massachusetts applies only to bilateral funds. It should also apply to unilateral funds set up by employers and was so intended. The federal law applies to both unilateral and bilateral funds and the Massachusetts law should do the same.

House No. 1570 An Act Providing for an Exclusive State Fund for Workmen's Compensation.

This type of bill has been filed by organized labor for 15 years because of the experience in state fund states like Ohio where the injured worker receives a greater percentage of the premium dollar in benefits, and the artificial 60-40 ratio used by the private insurance companies is not used.

House No. 1468 An Act Permitting Voluntary Coverage for Non-Profit Institution's Employees under the Employment Security Act.

This bill was referred to a recess study by the House Ways and Means Committee.

Senate No. 315 An Act to Clarify the Unemployment Compensation Law.

S. 315, proposed that workers unemployed due to a labor dispute under the circumstances set forth under the following four items would become eligible to receive benefits.

1. If laid off during a period of negotiating a contract, the person laid off would be eligible to receive compensation. This Item 1 is similar to what is present law, governing a lay-off at such a time and was enacted in 1959.

2. At the termination of a strike those not called back to work become eligible to receive compensation up to the time they become employed again. This Item 2 puts into our law a provision that exists in the laws of some other states.

3. If the employer refuses to settle the dispute by arbitration then those idle because of the labor dispute, become eligible for benefits. This is the main feature of S. 315.

4. If the unemployment is due to a lockout by the employer, those locked out become eligible for benefits.

Senate No. 315 passed the Senate 19 to 18 on April 2, 1963 (See Senate Journal 50). From then on an opposition campaign of major proportions was set in motion by industry and employer groups. The bill came before the House on May 7th. An amendment severely watering the bill down was offered. This attempt to save the measure was futile as the amendment was killed by 127 against to 103 for. A motion to kill S. 315 by reference to next annual session then carried 144 to 88. The two roll call votes appear in House Journal 74 for May 7, 1963.

Every avenue of public communication was used by opponents. The press throughout the state repeatedly and vehemently carried editorials, articles, and letters to editors against the bill.

Summary

In the battle of propaganda on legislation, Labor cannot match its opponents. This was evidenced by the votes in the House on Senate No. 315, when 144 Representatives left Labor and voted with the newspapers, the Chambers of Commerce and the Associated Industries of Massachusetts and 8 others failed to vote.

But Labor has its opponents outclassed on election day, for our members have the votes and we can print the record.

The fact is, Labor must become more militant, more progressive and more informed on the political and legislative questions of the day.

This must be done as a sheer measure of protection for our movement, and to insure that Labor's position in the affairs of our State and Country will not be a negligible one.

Every local union of the AFL-CIO should be affiliated with the Massachusetts State Labor Council, AFL-CIO. Each union should have an active legislative committee, for legislation is certain to become an even more important function of a union.

What are some of the reasons we in Massachusetts should become more unified, more active and informed on legislative matters?

Because only by unity and activity can we be certain of defeating anti-labor legislation that threatens the security and effectiveness of our unions.

Next to improve labor laws in keeping with the times for example:

A weekly Workmen's Compensation benefit of \$53 is grossly inadequate when the average weekly wage in manufacturing is \$100.

This entire question of injured workers and Workmen's Compensation needs study and investigation and this should be undertaken at the next session of our General Court.

Maximum unemployment benefits should be established on a sliding scale in relation to a state average wage.

Unemployment Compensation should be extended to employees of charitable and non-profit institutions and government employees.

The laws relating to safety, payment of wages, minimum wages and overtime, require constant scrutiny and legislation should be filed whenever a clear need is shown.

We recommend that the following bills failing of passage this year be filed for the 1964 Session of the General Court.

House No. 1471, to insure more prompt payments to injured employees.

House No. 1468, to permit coverage for employees of non-profit institutions under the Massachusetts Employment Security Law.

We further recommend that special attention should be given to the following bills that failed of passage this year, Senate No. 37, and Senate No. 315, and House No. 1570 in relation to filing such legislation for the 1964 session of the General Court.

REPORT OF DEPARTMENT OF EDUCATION AND RESEARCH

By: FRANCIS E. LAVIGNE, *Director*

The Department of Education and Research continues to expand its established programs and finds itself continually involved with the multiplicity of problems which are developing in the field of education. Your Director has continued to use the facilities of the Department as a means to promote education and educational opportunities for the sons and daughters of working men and women throughout the Commonwealth.

Problems of workers visited upon the Department have ranged from the kindergarten through the university. Through established relationships with the Massachusetts State Department of Education, school superintendents, collegiate authorities, etc., we have been instrumental in working out conflicts affecting many individuals in furthering their education. The expanding educational programs essential to the development of our ever-growing economy requires that we turn greater attention to our schools and classrooms. WE MUST DISPLAY IN FULL VIEW THE WORKINGS OF OUR UNIONS IN THE CLASSROOMS OF OUR SECONDARY SCHOOLS AND COLLEGES FOR THE FUTURE GENERATIONS OF AMERICA TO SEE. Such exposure would provide opportunities to observe our unions in action and provide information relative to laws governing industry and the relationship between production and social benefits derived from the products of our industrial life. We shall continue the development of our educational programs with a view to preparing the student for his future life as a worker, a consumer, an industrialist, or a public servant.

Scholarship Award Program 1962-1963

The '62-'63 Scholarship Award Program in the public, private and parochial schools throughout the Commonwealth attracted the attention of 4,000 senior students. Superintendents, school committeemen, principals and teachers sought information relative to the program.

50,000 brochures were distributed in the school systems throughout the state and we had many requests for student packets which contained labor literature contributed by the AFL-CIO Department of Education, AFL-CIO Department of Research, Department of Social Insurance and the Industrial Union Department; also the U. S. Department of Labor, the U. S. Department of Health, Education and Welfare; and the International Ladies Garment Workers Union, the Amalgamated Meatcutters and Butcher Workmen of North America, the International Association of Machinists, the Retail Clerks International Association, the United Rubber Workers of America, the United Steelworkers of America, the International Union of Electrical Workers and the International Brotherhood of Electrical Workers.

Over 2,250 students signified their intention to take the competitive examination in 210 high schools throughout the Commonwealth; 1,713 students completed the examination.

This year the Boston Central Labor Council offered an additional award of a \$100 scholarship and the Westfield Central Labor Council increased the

amount of its award from \$50 to \$100. This brings the total amount of awards offered throughout the state to nearly \$7,000.

Fifth Annual Scholarship Award Program Massachusetts State Labor Council, AFL-CIO

This examination was given on April 4, 1963, in 210 schools, with 1,713 students completing the examination.

The following lists the first five winners in order and the awards they will receive:

FIRST WINNER:	Thomas K. Wisnowski—Uxbridge High School	
	Massachusetts State Labor Council, AFL-CIO	\$500.00
	Worcester Central Labor Council, 1st Award	100.00
	Typographical Union No. 13, Boston, J. Arthur Moriarty Award	50.00
	Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
SECOND WINNER:	Donald Aliferis—Lynn Classical High School	
	Massachusetts State Labor Council, AFL-CIO	500.00
	Greater Lynn Central Labor Council	200.00
	American Federation of Teachers, Local 1037, Lynn	150.00
	Typographical Union No. 13, Boston, J. Arthur Moriarty Award	50.00
	Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
THIRD WINNER:	Paul M. Azer—Lynn Classical High School	
	William T. Fitzgerald Award	100.00
	Massachusetts State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors	100.00
FOURTH WINNER:	Edwin Minkley—Holyoke High School	
	Holyoke Central Labor Council	100.00
FIFTH WINNER:	Jeanne Picard—Sacred Heart Academy	
	Worcester Central Labor Council, 2nd Award	100.00
AREA AWARDS		
	Martin Bickman—Boston Latin School	
	American Federation of Teachers, Local No. 66, Boston	100.00
	Greater Boston, Mass. Labor Council	100.00
	Judith Ozuransky—Lynn Classical High School	
	Hoisting & Portable Engineers, Local No. 4, Boston	100.00
	Andrew M. Razin—Boston Latin School	
	Utility Workers Union of America, Local No. 387, Boston	200.00
	Paul C. York—North Quincy High School	
	Retail Clerks, Local No. 711, Boston	200.00
	Michael Fleming—Randolph High School	
	Brockton Central Labor Council	250.00
	Dennis DeCosta—Gloucester High School	
	Gloucester Central Labor Council	200.00

Marianne Langan—St. Mary's High School, Lawrence Greater Lawrence-Haverhill Central Labor Council	100.00
Karen G. Gavutis—Lawrence High School American Federation of Teachers, Local 1019, Lawrence	100.00
James Hanlan—Lowell High School Lowell Central Labor Council	100.00
Richard A. Perras—Holy Family High School, New Bedford Greater New Bedford and Cape Cod Labor Council	250.00
Alan Kirios—Lynn English High School American Federation of Teachers, Local 1037, Lynn English winner	150.00
John Murray—Weymouth High School Norfolk Central Labor Council	200.00
Lawrence B. Nadeau—Gardner High School North Worcester Central Labor Council	300.00
Richard A. Ladd—Northampton High School Northampton Central Labor Council, 1st Award	100.00
Elaine Dunphy—Northampton High School Northampton Central Labor Council, 2nd Award	100.00
Michael O'Brien—Salem High School American Federation of Teachers, Local 1258, Salem	200.00
Donna Ann Lohres—Cambridge High and Latin South Middlesex Central Labor Council	100.00
Max Michael Polak—Springfield Technical High School Springfield, Gately-Britton Award	250.00
Joseph Flahive—St. Mary's High School, Westfield Westfield Central Labor Council	100.00

The Massachusetts Higher Education Assistance Corporation

In 1963, as authorized by the Fifth Annual Convention of the Massachusetts State Labor Council, AFL-CIO, the Department of Education solicited funds from all of the affiliated local unions within the Council that we might contribute to the Guaranty Fund of the Massachusetts Higher Education Loan Plan sufficient monies to make available a loan program for college students. We recognize the growing need of financial assistance for college students, which shall continue to grow in the decade ahead.

The law under which this corporation is established and on which the Massachusetts State Labor Council is represented empowers the trustees to loan to students 20 times the amount of money in its Guaranty Fund. The latest audit of the fund shows \$320,373.89 in the Guaranty Fund and that there are outstanding 17,116 loans in the amount of \$7,982,083.39. Commercial banks in nearly every city or town in the Commonwealth participate in the program and make loans to students without the necessity of a participating co-signer or other collateral. It is a transaction wholly between the student, the bank and the college of his choice. The loan is repayable in 36 monthly installments beginning 6 months following the date of graduation from college. The popularity of this program is best indicated by the number of students participating therein.

Contributions to Massachusetts Higher Education Assistance Corporation from AFL-CIO Affiliated Unions of Massachusetts

Sheet Metal Workers International Association, Local 17, Boston	\$100.00
Distillery, Rectifying, Wine and Allied Workers International Union of America, Local 8, Boston	10.00
United Textile Workers of America, Local 51, Lowell	15.00
Amalgamated Clothing Workers of America, Local 181, Boston	25.00
United Steelworkers of America, Local 2530, Worcester	10.00
Printing Specialties and Paper Products Union, Local 524, Dedham	25.00
United Automobile Aircraft-Agricultural Implement Workers of America, Local 168, New Bedford	25.00
International Union of Electrical Radio and Machine Workers, District No. 2, Boston	25.00
Laundry & Dry Cleaning, Local 246, Salem	10.00
American Federation of State, County & Municipal Employees, Local 1190, Medfield	10.00
American Federation of State, County & Municipal Employees, Local 780, Boston	25.00
Street Carmen, Division 22, Worcester	10.00
Federal Labor Union, Local 24025, Westfield	5.00
Carpenters, Local 67, Boston	25.00
Electrical Workers, Local 224, New Bedford	5.00
American Federation of State, County & Municipal Employees, Local 1098, Danvers	10.00
Mass. State Council, AFSC & ME	25.00
Directly Affiliated Labor Union, Local 22750, Reading	10.00
Boilermakers, Local 698, Fitchburg	10.00
Brockton Central Labor Council	25.00
United Paper Makers & Paper Workers, Local 326, Leominster	10.00
U.W.U.A., Local 387, Boston	15.00
Federal Labor Union, Local 22451, Lawrence	10.00
Lowell Typographical Union, Local 310	25.00
Laborers' Union, Local 385, New Bedford	5.00
Textile Workers' Union of America, New Bedford Joint Board	15.00
Directly Affiliated Local Union, Local 22804, Springfield	25.00
United Steelworkers of America, Local 3825, Mansfield	25.00
Utility Workers' Union of America, Local 369, Boston	100.00
Hotel, Catering & Waitresses Union, Local 277, Boston	25.00
Springfield Federation of Teachers, Local 484	5.00
International Union of Electrical, Radio & Machine Workers, Local 201, Lynn	25.00
American Federation of State, County & Municipal Employees, Local 1649, Greenfield	5.00
Barbers, Local 144, Milford	5.00
U.W.U.A., Local 273, Brockton	10.00
United Brotherhood of Carpenters and Joiners of America, Local 778, Fitchburg	10.00
Federal Labor Union, Local 20941, Webster	10.00
Lawrence Teachers' Union, Local 1019	10.00
United Brotherhood of Carpenters & Joiners of America, Local 1531, Rockland	10.00

United Paper Makers and Paper Workers, Local 896, Norwood	10.00
International Brotherhood of Electrical Workers, Local 761, Greenfield	5.00
U.S.W. of America, Local 2, Lynn	10.00
International Brotherhood of Electrical Workers, Local 1228, Boston	5.00
Salem Teachers' Union, Local 1258, Salem	10.00
Hoisting & Portable Engineers Union, Local 4, Boston	50.00
United Packinghouse Food and Allied Workers, Local 616, Boston	10.00
Amalgamated Clothing Workers of America, Local 377, New Bedford	25.00
International Union of Electrical Radio & Machine Workers, Local 255, Pittsfield	15.00
Federal Labor Union, Local 20567, Malden	10.00
Brewery Workers' Union, Local 8, Boston	10.00
International Union of Operating Engineers, Local 466, Holyoke	10.00
Northeastern Massachusetts Joint Board, Textile Workers Union of America	10.00
United Packinghouse, Food & Allied Workers, Local 11, Boston	5.00
Journeyman Barbers, Hairdressers & Cosmetologists International Union of America, Local 789, Taunton	5.00
Building Service Employees International Union, Local 389, Boston	5.00
Walter E. Fernald State School, AFSC&ME, Local 402, Cambridge	10.00
Norfolk County Labor Council	10.00
A.F.S.C. & M.E., Local 164, Boston	10.00
North Worcester County Central Labor Council	10.00
United Hatters, Cap & Millinery Workers, Local 29, Fall River	5.00
United Steelworkers of America, Local 5274, Worcester	10.00
Cooks and Pastry Cooks Association, Local 186, Boston	25.00
Journeyman Barbers' Union, Local 894, Chelsea	5.00
Hathorne Teachers' Union, Local 1269	10.00
International Brotherhood of Pulp, Sulphite & Paper Mill Workers, Local 661, Lawrence	20.00
Retail Clerks International Association, Local 224, Quincy	25.00
A.S.W.U., Local 19, Newburyport	10.00
Carpenters, Local 860, Framingham	10.00
Office Employees' International Union, Local 269, Holyoke	5.00
Carpenters, Local 794, Leominster	10.00
Boston Electrotypers' Union, Local 11	10.00
United Steelworkers of America, Local 4559, Worcester	10.00
Massachusetts Department of Public Works Employees, Local 877, Worcester	5.00
Retail Store Employees, Local 372, Lowell	10.00
Match Workers' Union, Local 18734, Springfield	20.00
Rubber Workers' Union, Local 21914, Watertown	25.00
Transport Workers' Union of America, Local 515, Boston	10.00
International Union of Electrical Workers, Local 271, Cambridge	10.00
Bridge & Structural Iron Workers, Local 7, Boston	25.00
American Railway Supervisors Association, Incorporated, Locals 581, 583, 585	10.00
United Steelworkers of America, Local 3274, Worcester	25.00
Barbers' Union, Local 33, Westfield	5.00
Fire Fighter's Union, Local 144, Brockton	10.00
Carpenters, Local 1593, Concord	25.00
International Union of Electrical Workers, Local 296, Salem	15.00
Hotel, Catering & Waitresses' Union, Local 277, Boston	25.00

Harvard Trade Union Fellowship Program

1963 finds that the Harvard Trade Union Program has again become a co-educational institution. Director Joseph P. O'Donnell announced that women would be accepted into the program provided that they would participate on a commuting basis, inasmuch as dormitory facilities are not available. Mr. O'Donnell's announcement was made after the brochures announcing the Harvard Trade Union Fellowship Program were distributed. The time element became important and we publicized the announcement through the newspapers of the state. Twenty-three applicants were studied; nineteen were interviewed by the Advisory Board which consisted of Dr. M. Norcross Stratton, representing the State Department of Education; Margaret Callahan, President, Massachusetts Federation of Teachers State Branch; and Joseph P. O'Donnell, Executive Director of the Harvard Trade Union Program, on Tuesday, August 27th.

On August 28th the following notice from the Committee was received:

"To Mr. Francis E. Lavigne, Director, Department of Education and Research, August 27, 1963. . . .

Dear Sir:

The Advisory Committee for the Harvard Trade Union Fellowship Program met at the Parker House on August 27, 1963, to select contestants for the scholarship awards. After interviewing 19 contestants the following were selected:

ROBERT J. WATT FELLOWSHIP

Helen Tafe O'Donnell, President and Associate Business Agent, Local 711,
Retail Clerks of Boston

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO MEMORIAL FELLOWSHIP

Matthew F. Ryan, Secretary of Executive Board and Business Representative, Division No. 589, St. Carmen's Union of Boston

HARVARD TRADE UNION ALUMNI FELLOWSHIP

John J. Flynn, Executive Vice President, Local 422, United Automobile Workers of Framingham

My associates on the Advisory Committee concur with my thinking that the attitude and the desire on the part of the applicants which prevailed throughout the entire interviews made the task of selection most difficult. The labor movement in Massachusetts is enriched by the efforts of its membership in acquiring education and experience within and outside of the labor movement as was demonstrated here today. We have applied the criteria as presented in the brochure to the selection of the successful recipients and we urge a continual striving on the part of those who were unsuccessful today for consideration in the future."

Signed by Advisory Board: M. NORCROSS STRATTON, *Chairman*

Joseph P. O'Donnell
Margaret Callahan

Helen Tafe O'Donnell and John J. Flynn are attending the fall session at Harvard and Matthew F. Ryan will enter the spring session commencing in February of 1964.

Physically Handicapped

The Department of Education and Research for the sixth year participated with the Commission on the Employment of the Physically Handicapped in conducting educational programs within service organizations, industrial groups and business concerns throughout the Commonwealth. We conducted our annual program in the school systems and in the competitive essay contest the State Labor Council again appropriated \$500 in prize money to the winners.

The Massachusetts State Labor Council, at the request of President Meany, sponsored the winner of the essay contest's trip to Washington, D. C., for the annual meeting of the President's Commission on the Employment of the Handicapped. The theme of the essay was "How My Community Benefits From the Abilities of Handicapped Workers." The 1963 winner was Miss Judith Gutman, 206 Winthrop Street, Taunton, a student at Taunton High School. Miss Gutman received the \$250 to cover her trip to Washington and in addition received the first prize of \$125. Second prize of \$75 was awarded to Susan J. Considine, 61 Holyrood Avenue, Lowell, a student at Keith Hall, Lowell, Massachusetts. Third award of \$50 went to Louise Connolly, Manning Avenue, Hathorne, a student at St. James High School, Salem. Presentations of these awards were made by Commissioner John A. Callahan and by Secretary-Treasurer James P. Loughlin in the Executive Suite of Governor Endicott Peabody at the conclusion of a luncheon given by the Governor. Additional awards are made by the Disabled American Veterans who sponsored the luncheon and with whom we have shared the promotion of this program. The opportunity to stress the importance of legislation in the field of workmen's compensation plus the need for providing inspectors in the areas of industrial health and industrial safety are recognized by both organizations.

Fifth Annual Labor Institute

LABOR-EDUCATION EXTENSION—UNIVERSITY OF MASSACHUSETTS

The campus of the University of Massachusetts was the setting for the finest programmed Labor Institute in its twenty-odd-year existence. It brought together nearly 200 trade unionists to discuss "Labor's—Unfinished Business." The outstanding development of the Institute was the laying of the ground work with the officials of the University of Massachusetts for the establishment of labor-university extension courses functioning within the University of Massachusetts.

AFL-CIO Director of Education, Lawrence Rogin, along with Director Lavigne and members of the Committee on Education at a luncheon meeting with President Lederle and Secretary of the University, John Ryan, discussed the need and the prospects for such educational programs. This venture would bring Massachusetts labor the same rich benefits enjoyed in other industrial states wherein such programs have been established in land-grant colleges and state universities such as the University of Massachusetts. President Lederle agreed to appoint a faculty committee to work with Secretary John Ryan and to meet with a committee of the State Labor Council to set the project in motion. This development will take approximately one year and it is hoped that by September, 1964, we will have a concrete labor-education program in full swing.

The keynote of the Institute was delivered by President J. William Belanger,

outlining the numerous items of unfinished business with which labor is faced—civil rights, aid to education, automation, unemployment, legislation on the state and federal levels, these plus the moral obligations, both those that are due the labor movement and those which we owe to the general public. Arthur A. Chapin, Special Assistant to the Secretary of the U. S. Department of Labor, discussed the great challenge facing America today in dealing with the Negro race in the areas of “work opportunities and educational opportunities.” Public interest in national labor policy was dealt with by Professor Abraham Siegel, Associate Professor of Industrial Relations, Mass. Institute of Technology. Ethel Y. Beall, Coordinator, Special Business Programs, Boston University, discussed womanpower and the necessity for educational retraining for women. On Saturday evening the Republican Floor Leader of the Massachusetts Senate, Philip A. Graham and the Democratic Floor Leader of the Massachusetts House of Representatives, John F. X. Davoren, discussed the merits of labor legislation from the viewpoints of both political parties. All of the participants in the Institute felt that this discussion was extremely enlightening as both opened the doors and gave a behind the scene look at what happens to legislation as it travels from one committee to another. On Sunday morning we were honored by the presence of the Governor of the Commonwealth of Massachusetts who came to the Institute to discuss his views on the assets and liabilities of automation and new technology. It marked the first time in the history of such functions that we have had the participation of a Governor of the Commonwealth at a Labor Institute. His discussion of the Massachusetts industrial pattern of the 60's made an excellent foundation for the discussion which followed on “Automation Funds and Displaced Workers” by Professor Thomas Kennedy of the Harvard Business School. Professor Kennedy is the author of a book dealing with the use of automation funds and his evaluation of such was an eye opener to many of those who are involved in collective bargaining.

At the conclusion of the session Secretary-Treasurer James P. Loughlin presented to Governor Peabody and to other discussants and participants in the Institute, autographed copies of Professor Kennedy's book titled “Automation Funds and Displaced Workers.” An international flavor was given to the Institute by the presence of a Finnish Trade Union Team. The film involving youth employment was made available by the Division of Employment Security and the “Man On the Moon” was made available by the Boston Public Library.

Mass. Conference on Children and Youth

Since 1960 I have served as a continuing member of the Massachusetts Conference on Children and Youth participating in the discussion groups and the formulation of programs to provide greater opportunities in education, employment, recreation and cultural advancement. As this body is a legislatively constituted organization which serves to a degree in an advisory capacity to the Governor of the Commonwealth, the materials and the statistics gathered by its several committees have provided the basis for legislative proposals dealing with children and youth.

New England Economic Education Council

The continuing functions of this Council in the schools and the colleges throughout the state, interesting both school personnel and students in the

advancement of the study of economics, has been progressing with the view toward the adoption of curriculum for the extensive teaching of the subject matter in the school curriculums at all grade levels. Seminars and conferences are held for high school students periodically and for selected teacher groups within the state and in the New England area. Your Director has participated in these conferences and seminars as lecturer and consultant. It has afforded an opportunity to present labor's point of view, particularly in the collective bargaining area, as well as labor's entire role in community development.

As Director of Education and Research, I have served as a member of the Board of Directors or Advisory Boards of the following organizations: Massachusetts Bay Regional Community College, Massachusetts Conference of Social Work Careers, Boston Women's Symphony Orchestra and the Massachusetts Rehabilitation and Labor Health Conference. It has been necessary to attend the meetings of these groups to participate in the planning and the functioning of the organizations, promoting progress in their respective areas. In the course of the year my presence as an AFL-CIO representative has enabled me to render assistance to many members of our local unions when confronted with problems wherein these organizations render assistance.

Conclusion

The Department of Education and Research has received assistance from the Legislative and the COPE Departments. We have enjoyed the services rendered by Gerard Kable in the Department of Public Relations. To cultivate good relationship with all of the educational institutions throughout the Commonwealth has been our chief aim, in order that we might render assistance to the sons and daughters of trade unionists in fulfilling their educational needs and desires. Our Department has become a community resource for educational materials supplementing available facilities in our school systems and in our educational institutions.

As Director, I am grateful for the cooperation of all who have assisted me over the year. To the members on the Committee on Education and Research who have been so faithful in their attendance at meetings and helping in conducting the highly successful programs of our Department, to the officers and members of the Executive Council and for the clerical assistance rendered by the office staff oftentimes beyond the regular assigned duties.

Your Director, in assisting the Legislative Department and the Committee on Workmen's Compensation, compiled a statistical report on workmen's compensation premium costs and indemnification and medical benefits paid out from the years 1951-1960. We reprint the statistical analysis in this report to acquaint union officers with the dollars and cents cost of financing workmen's compensation in the Commonwealth of Massachusetts and to point out the annual distribution of benefits. These figures also demonstrate the loss ratio and the amount accruing to the insurance company for administration, reserve and profit. The Department has on file, additional data which is available to local or international unions concerned with problems affecting workmen's compensation.

Workmen's Compensation Premium, Indemnity and Medical Analysis—1951-1960

Period	Total Payrolls	Total Premiums Paid to Insurance Cos.	Total Indemnifications Paid Out	% of Premium	Total Medical Payments	Per Cent of Premium	Total Percentage of Indemnification and Medical Premium
7/1/51-6/30/52		\$55,008,708	\$23,508,154	43%	\$ 9,946,563	18%	61%
7/1/52-6/30/53		59,939,384	24,830,624	41%	10,575,315	17%	58%
7/1/53-6/30/54		62,285,383	23,048,861	39%	9,982,112	15%	54%
7/1/54-6/30/55	\$4,376,327,556	66,612,121	24,269,929	36%	10,438,649	15%	51%
7/1/55-6/30/56	4,697,503,080	70,944,327	25,051,976	35%	11,593,325	16%	51%
7/1/56-6/30/57	4,825,007,771	70,983,662	25,687,619	36.1%	12,070,757	17%	53.1%
7/1/57-6/30/58	5,254,632,036	68,139,609	25,504,626	37.4%	12,049,100	17.6%	55%
7/1/58-6/30/59	5,837,467,969	71,664,091	28,525,238	39.8%	13,568,705	18.8%	58.6%
7/1/59-6/30/60	6,156,665,539	80,154,806	31,710,702	39.5%	14,419,137	17.8%	57.3%

COPE DEPARTMENT REPORT

By: JOSEPH CASS, *Director*

The Committee on Political Education is proud to announce that in the 1962 Election we succeeded in electing to office the highest percentage of endorsed candidates in our history.

We elected over 82% of those candidates we endorsed which was the highest batting average of any state in the nation.

The reasons for this terrific record were many—among them was our campaign on Registration. With a \$2 for \$1 grant program on money between National and State COPE and a similar program with the local Councils who wished to participate, we conducted the largest and our most successful off-year registration program in history.

In the registration campaign we used every technique that was ever conceived to produce the desired results. We established local headquarters, sent out tens of thousands of postcards; we used sound trucks, ads in the newspapers, comprehensive radio spots and house to house canvassing. Our radio time was geared to the hours when working people would receive the message. The job done by the Councils in Brockton, Fall River, Springfield, Worcester and the other areas of the state was outstanding. They addressed the cards, manned the sound trucks and the local headquarters, wrote the ads and the radio spots and did the canvassing. In addition, we provided transportation to the registrars' offices for those who needed this help. We also used colored posters, some with pictures on them and had them posted in the conspicuous places to remind the public of their duty to register and vote.

After pre-election registration was completed, we embarked on our election activity. The Council invited all of the candidates for U. S. Senator and Governor to speak at our Convention. Following this, the COPE Committee asked these same candidates to appear before them to be interviewed on the issues that we, as an organization, are concerned with at the state and federal levels. Copies of the questions to be discussed were sent to each candidate previous to the meeting so that they could familiarize themselves with them. All the candidates appeared before the committee but the then incumbent Governor, who sent in his answers in printed form. The answers by the two gubernatorial candidates were printed and presented to the endorsing conference.

After our endorsing conference, we proceeded to the mechanics of the campaign. Voting records, both state and national, were distributed, plant gate rallies, plant tours, distributions at super markets, plant gates, job sites, housing projects, house to house and telephone canvassing were conducted. Full-time staff were assigned and paid by some International Unions to work with the COPE Department. The U.A.W., in addition to its regular staff, appointed full-time people in the Fifth, Sixth and Eleventh Congressional Districts. Other Unions directed some of their full-time staff to work with our Department.

The campaign was culminated by our get-out-the-vote drive on Election Day. We strongly urged every organization to work at getting out the vote. While poll work is important, we felt that if our efforts were thrown into reminding the people of the importance of voting and taking them to the polls, we would make our greatest contribution.

I believe this decision was the soundest of the campaign. If we had not done this job, and by the way, we were the largest group involved in it, the candi-

date we supported for Governor would not have been elected. He won by one of the smallest margins of victory in modern political history.

In summary, the support of the fund raising drive for registration by the locals and the Councils, the magnificent job by all concerned in all aspects of the campaign and the final drive on election day, showed once again that if we do the job, we will be victorious.

I want to personally thank and congratulate the Executive Officers, the Vice Presidents, the members of the State Committee on Political Education, and all of the officers, delegates and members of all of our Councils, local and Political Committees for an outstanding job.

Conferences

Our Annual COPE Area Conference was held in Boston. Previous to the opening of the affair, our National Director of COPE, James McDevitt, had passed away as a result of a heart attack. Jim, who was beloved by all of us who knew him, died in the performance of his duty; it happened during the period when he was traveling the country conducting the COPE Area Conferences. We shall miss his warmth and friendship and most of all, his guidance in the political field.

The COPE Conference was a standing-room only affair, the hall was jammed with over 500 people, issues and techniques were discussed, films were shown and all aspects of our national legislative program were discussed.

In addition, the Department participated in the AFL-CIO Education Conference, two ILGWU Summer Schools, the Steelworkers Legislative Institute and Summer School, the Papermakers and Paperworkers Regional Conference and the State Convention of the Hotel, Restaurant and Bartenders Union. We also participated in the Regional Conferences conducted by the Brockton, Lynn, Lawrence, Quincy and Lowell Councils.

We embarked on a new concept of Regional Conferences with some local Central Councils. The Executive Council assigned the Department to work with the local Councils who were interested, to enlarge the area and participation of the Conferences. The plan was to hold one conference for a general area, make it a day long educational affair, concluded by a banquet in the evening. Under this structure, the Council's Department Heads would have several hours to conduct courses on the programs of their departments. The delegates to the conferences were divided into as many as 8 different groups, so that the classes would be small enough for every person at the conference to personally participate in the discussions and question and answer periods.

The plan met with immediate success. While the timing of the conferences was a little late due to a late start, 8 Councils agreed to participate and three area-wide affairs were conducted. One for the Greenfield, Holyoke, Northampton and Westfield Councils, one for the Worcester and North Worcester Councils and one for the Fall River and New Bedford Councils. We held classes on Legislation, Education, COPE, Taxes and the Manpower Development and Training Act. The attendance was large and the delegates enthusiastic for a continuation of this kind of activity. In each case, it was agreed that these conferences would be held every year with the scene and the theme of the conferences changed each year. We hope to increase the number of these institutes next year to all parts of the state.

I want to thank the officers of the Councils that participated in these

Conferences for making a hard job relatively easy; although the conferences necessitated a great deal of travel, the cooperation of the local Councils and their delegates made them the great success that they were. I also want to thank my fellow directors in the state office for their cooperation and assistance in helping to make the conferences a success.

General Activity

At the request of the Legislative Department, the Director spent a great deal of time on Beacon Hill in the last year helping to lobby our program into law. We feel that during the legislative sessions in the State House, that all available time should be given to this activity and we so participated and believe that once again we have made a substantial contribution to our legislative successes.

One of the actions taken by the General Court this year was the passage of a measure redistricting the House of Representatives. The House has not been realigned for over 20 years, and the Supreme Court ruled that they must redistrict this year. As we go to press the Governor was in the process of appointing 5-man commissions in each county of the State to realign the districts within the respective counties. The results of the changes that will be made by these Commissions could have a very important bearing on the election or defeat of incumbent representatives who are friends of labor.

The Director has not only taught in summer schools, weekend and week-long educational institutes, but has also brought the message of our organization to high school and college students. He has spoken at Boston University, Harvard, Northeastern University, Springfield College and the University of Massachusetts. He has participated on more than one occasion at meetings of many Councils as well as many, many local unions.

He also spent a great deal of time this past year working on affiliating new locals with the Council.

Conclusion

The Department has been checking the totals of registered voters in the State and we find the usual historical fall-off of voters in the off year. We have discussed this problem with Secretary of State Kevin White and he has been working on forming a non-partisan registration drive in the cities of the Commonwealth. He has convinced the TV and radio stations in the State, as well as the newspapers to participate in the drive. TV and radio spots and newspaper space will be given free to advertise the importance of registering and voting. We are participating also, and will provide sound trucks in the local areas to complete the task of reminding the people of their duties of citizenship.

This will be the first major attempt to conduct a large registration campaign in the off-year.

Great strides have been made and new ground has been broken in our attempts to ever advance the cause of Labor and COPE.

We must continue these efforts if we are to make sure that every member and his family are registered and that they vote.

With your continued cooperation and a greater effort on the part of all of us to raise the badly needed voluntary COPE Dollars, we can continue to go forward to greater social and economic gains for all of the people.

REPORT OF THE DEPARTMENT OF PUBLICATIONS AND PUBLIC RELATIONS

By: GERARD KABLE, *Director*

At one time, there was no question whatsoever about the power of the press. Even though circulation was not as extensive as it is today, what appeared in the papers got around to most people and was accepted for the most part as gospel truth.

Old timers assembled around pot-bellied stoves in general stores and listened attentively as the educated ones deciphered the hieroglyphics on the printed pages for their benefit. Unless the words turned out to be the sacrilegious attempt of some iconoclast to debunk some cherished belief or superstition, the old timers swallowed the editorial concoctions whole without showing signs of choking.

Then more public schools were built and more kids were able to grow up to do their own newspaper reading—which led gradually to a more widespread desire and ability to read between the lines. As a result, the power of the press gradually lost some of its punch. Not all of it, but some.

When the radio invaded American homes to compete as a means of communications, it appeared for a while that the power of the press would eventually cancel out altogether. In the thirties, some ninety percent of the American daily press went even beyond the bounds of decency in their concerted drive to keep Franklin Delano Roosevelt out of the White House after his first term. But even though they read their newspapers as diligently as before, the majority of the American people were more impressed by the magic voice of the man himself, which reverberated through their living rooms from the Fireside Chat programs, and FDR returned to the White House three more times. The power of the press appeared to have lost its punch.

After the New Deal came the Fair Deal and the man under attack from the daily press was Harry S. Truman. He was President for more than three years not as the choice of the electorate for that high office but as a result of the death of his predecessor. The daily press considered him a sitting duck and there was more ridicule than vehemence in their attack. Some of it had some effect on practically every important group. Even the most liberal were hesitant in pledging their support when he was nominated to run for a full term, some would have dumped him if they could have found a way. But the former Senator from Missouri had faith in the common people and he went directly to them—walking leisurely right into the heart of the majority to stay on as President of the United States. Again it appeared that the power of the press was not so formidable.

But don't discount this power altogether. Twice since our last Convention has organized labor in Massachusetts felt its impact. In the last election when, despite an intensive educational campaign conducted by organized labor and other important liberal groups, an overwhelming majority of the voters rejected by referendum an opportunity to allow the kind of tax reform that would have benefited the majority of taxpayers. The other instance was the defeat of S-315 in the House after it had passed the test in the Senate.

I would once again urge all local unions to make every effort to publish some sort of paper for their own members. The format, of course, must depend

on the financial structure of the local. But even where there isn't much money in the treasury, the possibilities should be explored. Three or four months ago I was asked to discuss this possibility by the Business Agent and the President of IUE Local 291 in Salem. We came up with a small mimeographed newsletter type publication, which is still being issued monthly at minimal cost, and which is highly regarded by all members of the local.

If every local union affiliated with the State Labor Council had this means of direct communication with everyone of their members, how much easier it would be to keep them informed on all important issues, legislative or political, on which the State Labor Council takes a position and speaks for organized labor.

Should you decide to look into the feasibility of publishing a local paper of any kind, do not hesitate to call on this Department for assistance if you need it.

LEGAL DEVELOPMENTS DURING THE PAST YEAR

By: ROBERT M. SEGAL, *Counsel*

for Mass. State Labor Council, AFL-CIO

1. Introduction:

The past year again witnessed major legal developments in the federal rather than the state labor field. Problems involving pre-emption, individual rights, railroad labor and NLRB decisions were among the highlights in the Federal Courts whereas the number of labor decisions in the Supreme Judicial Court of Massachusetts was limited. In addition, legislation on a state level in the labor field was limited to seven measures.

The work of the counsel during the past year again consisted of preparing legal memoranda for the various departments of the State Labor Council, drafting bills and special memoranda for the legislative department, testifying at the State House on various labor measures (particularly the anti-injunction bills and before the Commission on Hospital Costs), preparation of various materials for the Subcommittee on prepaid Medical Care and the Committee on Taxation, participating in various forums including the Northeastern University's Annual Labor Institute, checking and drafting legislation and amendments, preparing articles on labor law for the *Labor Reporter* and other periodicals and publications, and related public relations work.

2. Massachusetts:

a) Decisions by Supreme Judicial Court

There were only *three* labor cases decided by the Supreme Judicial Court during the past year. In *Bono v. Kramer*, 1963 A.S. 983, 53LRRM2945, the Court held that the trustees of a retirement fund acted within their broad authority under a trust agreement in denying death benefits to beneficiaries of employees who were on disability leave at the time the trust instrument went into effect and who died without returning to work. The trustees had adopted a rule requiring employees on disability leave at the time of the effective

date of the trust to request reinstatement and to work for at least eight (8) consecutive weeks as a condition for eligibility to retirement benefits.

In *Commissioner of Labor & Industries v. Boston Housing Authority* 1963 Adv. Sheets 159, 188 N.E. 2d 150, the Superior Judicial Court held that the Commissioner is required to set wage rates of the several classifications of housing authority employees at no less than 80 percent of the wage standards in the prevailing wage sections of the general laws, and this minimum is to apply at least to each classification of housing authority employees for which there is any properly comparable classification of public works construction employees. In this case, the Court considered the interrelationship between Mass. labor statutes and a contract entered into by the Housing Authority and a federal agency. The Commissioner of Labor and Industries sought an injunction against the Boston Housing Authority to force it to comply with the wage rates fixed by Commissioner under Section 26T of Chapter 121 of the General Laws. The defense raised by the Authority was that pursuant to legislative authority it had entered into a contract with the U. S. Public Housing Administration whereby it agreed not to incur operating expenses beyond those listed in an approved budget and the Commissioner's determination would have forced the Authority to exceed the approved budget and to allow the federal agency to take over the housing developments. The Court recognizing the apparent conflict as well as the constitutional question of pre-emption considered Section 26T of the state laws to mean that the Commissioner could fix the wage rates of the Boston Housing Authorities' employees only if the increased budget items are approved by the Public Housing Authority. If the Public Housing Authority disapproves of the rates, the Boston Housing Authority would be under no compulsion to comply with the wage determination of the Commissioner. More recently the Commissioner has instituted a new suit against the Boston Housing Authority for his pre-determined rates.

In *Bowmar Instrument Corp. v. Director of the Division of Employment Security*, 1963 AS 637, the Court passed on several procedural aspects of the Employment Security Law and held that in appealing a decision of the district court to the Supreme Judicial Court a lawyer may mail the draft report to the clerk of court at the same time he mails copies to the trial judge and opposing parties and the report need not be actually filed with the clerk before sending the copies to the judge and the parties.

Among the many cases in the workmen's compensation field, the following are noted:

(1) Where a carpenter employed by a nonsubscribing employer was injured while repairing a roof on an apartment building managed by the employer and where the Commissioner of Labor had certified the occupation of Carpenter to be hazardous, the employee could recover under the workmen's compensation law and there is no need to allege negligence. (*Fisher v. Ciaramitaro*, 1962 A.S. 1507.)

(2) In *Thayer's Case*, 1962 A.S. 1313, it was held that where a foreman, in order to demonstrate to the operator of a machine that a machine could be operated at a greater rate of speed, actually operated the machine, such operating could be found to constitute an exercise of the powers of superintendence by the foreman within the meaning of the instant section. Further the payment of ordinary compensation does not excuse the workman from filing a claim for double compensation on time. Serious and

wilful misconduct could be found from the fact that a construction foreman in demonstrating operated the machine at a high rate of speed in total disregard of repeated warnings with the result that the machine jackknifed and the operator was injured. A finding of lack of prejudice to the employer and the insurer by the lack of a timely claim was warranted from all the facts in the case.

(3) In *Look's case*, 1962 A.S. 1403, the Court held that an injury to be compensable on principles of partial incapacity must be one which lessens the employee's ability to work, and ordinarily the causal relation between an injury and an alleged incapacity must be established by expert medical testimony. Where the medical opinion indicates only a possibility of a causal connection between the injury and the claimed incapacity, a finding of partial incapacity cannot stand.

b) Legislation:

Among the legislative matters enacted into law by the State legislature during the past year were the following:

(1) The anti-injunction law was amended to provide that permanent injunctions in the labor field are good for only one year; thereafter there must be a new hearing and findings of fact before they are renewed.

(2) The Commissioner of Labor and Industries was again given the power (for two years rather than the customary one year) to suspend the labor laws relative to women and minors.

(3) The safety sections of Chapter 149 were clarified to prohibit the locking of doors or egresses at places of work during working hours and to provide for the guarding of the openings of hoistways or hatchways in industrial establishments.

(4) A city or town which accepts the State law will grant a leave of absence with pay to an officer or delegate attending a convention of an employee union.

(5) The employment security law was amended to provide effective September 29, 1963 a \$5.00 increase in maximum benefits from \$40.00 to \$45.00 per week for eligible employees but the eligibility base period wage requirement was increased from \$650.00 to \$700.00.

(6) The workmen's compensation law was amended to provide a three (3) dollar increase in maximum benefits from fifty (50) to fifty-three (53) dollars per week effective November 1, 1963 for persons who are injured on the job.

(7) The State minimum wage law was amended to provide as of August 1, 1963 a five (5) cent per hour increase to 80c per hour minimum for gratuity persons with another five (5) cent increase in the minimum on August 1, 1964. At the same time, on September 3, 1963 the federal and state minimum wage laws set a minimum of \$1.25 per hour for all other covered employees.

3. Federal Law Developments:

a) Legislation

Legislation to eliminate wage discrimination based upon sex of the employee was passed by Congress in May of 1963 and is known as the "*Equal Pay*

Act of 1963." The law amends the Fair Labor Standards Law and prohibits discrimination on account of sex in the payment of wages by employers engaged in commerce or in the production of goods for commerce. The specific exceptions are differentials based on a seniority system, merit system, a system that measures earnings by quantity or quality of production, or on any other factor other than sex. The employer is prohibited from reducing the wage rate of any employee to comply with this provision. The law becomes effective on June 1964 except where there is a collective bargaining agreement in effect, where the law does not take effect until the termination of the contract or in June 1965, whichever occurs first. The law is administered by the Wage & Hour Division of the U. S. Department of Labor.

A special *railroad* resolution was enacted August 28, 1963 marking a precedent in federal labor legislation during peacetime by the imposition of compulsory arbitration for the two unresolved issues: (1) the employment of diesel locomotive firemen in freight and yard service and (2) the size of train-service crews. The law provides for a seven (7) man arbitration board, two appointed by the carriers and two appointed by the unions and these members are to pick three neutral members; if they fail, the President will name the neutral members at the end of 10 days. The Board begins its deliberations within 30 days and its award in 60 more days and the decision will be effective for two years. The resolution expires in 180 days from its enactment but in the interim, there is a ban on strikes by unions or changes in conditions by the carriers and this is enforceable by Federal Court injunction on application by the Attorney General. During the interim, the parties will negotiate on the extension of existing runs beyond the present division lines, greater flexibility in using road crews for yard work, the manning requirements of self-propelled vehicles, revision of the railroad pay structure based on a combination of time worked and miles traveled, and fringe benefits.


b) NLRB Decisions:

Three NLRB decisions should also be noted. First the NLRB has relaxed the two-year limit as a contract bar and has decided that henceforth a contract may bar a representation petition for *three years* (*General Cable Corp.*, 139 NLRB No. 111, 1962). Further in *Pioneer Bus Co.*, 140 NLRB No. 18 (1962), the NLRB held that "where the bargaining representative of employees in an appropriate unit executes separate contracts, or even a single contract, discriminating between Negro and white employees or racial lines, the Board will not deem such contracts as a bar to an election." The problem of unfair representation and discrimination came up in *Miranda Fuel Co.*, 140 NLRB No. 7 (1962), where the Board held that the federal labor law "prohibits labor organizations, when acting in a statutory representative capacity from taking action against any employee upon considerations or classifications which are irrelevant, invidious or unfair."

The U. S. Supreme Court also upheld the National Labor Relations Board's decision that it is unlawful for an employer to give replacements hired during a strike "superseniority" over the strikers to assure the replacements that they will be retained when the strike ends. (*Erie Resistor Corp.*, 373 U. S. 221, 53 LRRM 2121.)

4. Conclusions:

The great number of labor cases in the federal courts illustrates not only the growth of litigation in the labor-management field but also the importance of labor laws in our complex society. Although the full impact of the Landrum-Griffin Law of 1959 has not yet been felt, the number of cases in the courts and before the NLRB has been increasing. Many years of litigation will be necessary before many of the prolix provisions of the new law are clarified. In the interim, unions and their officers and members are confronted not only with these new laws but also by many new interpretations in the fluid and dynamic field of labor relations and internal regulations of labor unions.



STANDING COMMITTEE
REPORTS

REPORT OF THE COMMITTEE ON COMMUNITY SERVICES

Members: HELEN T. O'DONNELL, *Chairman*; BERRY ARONSON, EMILE BELLOTTI, ARTHUR DIPIETRO, GILBERT FERREIRA, TIMOTHY GRADY, JAMES MONACO, CONSUELO MORGAN, JOHN MULLEN, FRANK PRIOLI, SAMUEL WALKER and JOSEPH D. McLAUGHLIN, *Secretary*.

During the past year your Community Services Committee concentrated on the adoption, by legislative action, of a bill to establish a Consumers' Council in the Commonwealth of Massachusetts. This action is in keeping with the National AFL-CIO policy and has the full support of the Massachusetts State Labor Council. Similar bills have been presented to the Massachusetts legislature in the past, but were not passed by both legislative branches thereby failing of adoption.

This past year two bills for the establishment of a Consumers' Council were submitted in the House of Representatives. One by Governor Peabody, House Bill No. 3238, and one by Representative Gerard Doherty, House Bill No. 1568, on behalf of Edward M. McCormack, Gerard Doherty and Representative James R. McIntyre.

A similar bill was submitted to the State Senate by Senator Michael J. Galvin, Senate Bill No. 86.

Insofar as your Community Services Committee was concerned, all three bills, without amendments, would accomplish what we are seeking. The only major difference in the three bills filed is that Governor Peabody's bill would establish the Consumers' Council in the Executive Department. The other two bills would place the Council in the Attorney General's office.

Your Committee appeared before the legislative committee on State Administration in full support of an act to establish a Consumers' Council in Massachusetts.

The main purpose of the Consumers' Council would be: to provide legal representation in any proceedings relative to curtailment of railroad services, to the increase of insurance, utility or interest rates, or cost of services or commodities; to conduct continuing studies, investigations and research in all matters affecting consumers' interests; to promote ethical practices at the market place; to appear, in behalf of the people, before boards, commissions and commissioners, departments or agencies of the Commonwealth in any hearing or matter affecting the rights of the consuming public.

As this report is being written, a Consumers' Council bill has been passed by the House of Representatives. However, we are very fearful, despite what we can do, that detrimental amendments may be added by strong opposition in the Senate.

That the protection of the consumer has become a national problem is evident by action taken by Senators and Congressmen in Washington.

Senator Estes Kefauver has introduced a bill to establish a separate governmental agency to represent the interests of the consumers. Senator Paul A. Douglas has sponsored a "Truth in Lending" bill which would require a full disclosure of all finance charges on consumer installment purchases and loans in terms of a true annual interest rate.

Senator Philip A. Hunt has filed a "Truth in Packaging" bill which would ban deceptive and misleading packaging and labeling of food, household prod-

ucts and other super-market items. Senator Jacob K. Javits has submitted a bill to set up a "Senate Select Committee on Consumers," comparable to the existing Small Business Committee.

All the above legislative actions need the full support of our local union officers and members to make them a reality. We urge complete support of the legislative bills mentioned in this report and ask that all union members contact their Representatives and Senators on the state and national level seeking their support and vote.

REPORT OF COMMITTEE ON EDUCATION AND RESEARCH

Members: RALPH A. ROBERTS, *Chairman*; RALPH ARIVELLA, MARGARET CALLAHAN, *Secretary*; JOHN CRAIG, VELIA DICESARE, JOHN W. GRIFFIN, JAMES B. LAVIN, JOHN F. O'MALLEY, GRACE STANWOOD, JOSEPH SWEENEY, DANIEL WAMBOLT.

The Committee on Education and Research met on March 7, 1963 with Vice President Ralph Roberts, Chairman, presiding. The Committee elected Margaret Callahan of Teachers Local 66 to act as Secretary.

The Committee held three meetings during the year. The Committee reviewed the program for the year outlined by the Director of the Department of Education and Research, Francis E. Lavigne, and offered suggestions for bringing up to date the fine programs offered by the Department.

We have urged local unions to continue offering scholarships for the State Council's Scholarship Award Program which is now the largest scholarship award program available in the school systems of the Commonwealth of Massachusetts. The Committee annually collects newspaper clippings and pictures of the presentations of the scholarship awards in their respective areas. We find that this is one of the finest public relations gestures in which the labor movement gives indication of its investments in the future of American youth. We cannot stress too strongly that it is this program that makes possible the teaching of the subject matter dealing with labor relations and labor history throughout our Commonwealth. As members of the Committee we spent a full day with the judges reading the upwards of 1,700 essays submitted by the contestants. The Committee had an opportunity to note the results of teaching brought forth as a result of the scholarship award program in our school systems.

The Committee notes too the fine response of school children to the essay contest conducted in conjunction with the Division of Employment Security, the Disabled American Veterans, and the Massachusetts Commission on Employment of the Physically Handicapped.

The Committee which planned the program for the Fifth Annual Labor Institute held at the University of Massachusetts in June presented what was hailed by those in attendance as the finest program of lectures in the long history of Labor Institutes. The theme of the Institute was "Labor's—Unfinished Business." The Committee felt that this session should examine the problems facing the labor movement throughout the state and the nation and to take a look at ours as others see us. Two subjects which we felt should be discussed

were public interest in national labor policy and methods to make the best use of automation.

The Committee discussed the prospect of bringing about a labor-education university extension program to be based at the University of Massachusetts. Discussions have been held by Director Lavigne and AFL-CIO Education Director, Lawrence Rogin. A number of the Committee members met with the above mentioned and President Lederle at the University of Massachusetts during the Labor Institute and further discussed such a program. It is our hope that another year will find such an educational program in full progress.

The Committee notes too the decision of the Harvard Trade Union permitting the participation of women in the program. We urge this Convention to take action permitting wider participation by women in this internationally recognized educational program.

Members of the Committee have served in their respective areas in the distribution of materials for high schools and colleges. We continue to be a ready source of material for high school debating teams on subject matter dealing with social and economic progress. We call to the attention of the delegates the report of Director Lavigne dealing with the scholarship awards. We also call to your attention the furthering of opportunities for higher education through the Massachusetts Higher Education Assistance Corporation, "H.E.L.P.," which raises funds through subscription from business, industry, labor and other organizations. The Committee is grateful to all of those local unions and central labor bodies who have contributed to make these programs successful.

REPORT OF COMMITTEE ON CIVIL RIGHTS

Members: THOMAS E. OWENS, *Chairman*; ELDRIDGE BUFFUM, HERMAN CARTER, MICHAEL HARRINGTON, LEO KARESKY, SIDNEY LEBOW, BELLE LINSKY, WARREN OLSON, THOMAS RUSH, LAWRENCE SULLIVAN, EDWARD WALL, AND JULIUS BERNSTEIN, *Secretary*.

What started out looking like a year of somewhat more concentrated civil rights activity than usual ended up hectically—with civil rights unquestionably a key issue of national concern. The explosion of the civil rights struggle had been building up steam gradually since Southern Negroes made their stand a couple of years ago by refusing to ride on buses if they couldn't use the empty seats. But it came to a head when the Negro drive in the South for equal rights in schooling, in voting and in public accommodations was answered with dogs, fire-hoses, electric prods and bombs, and assorted brutality.

Southern Negro militancy for "freedom now" caught fire in the North, and even the relatively small Negro community in the Bay State bestirred itself and our Committee found itself drawn into the aggressive civil rights struggle on several levels. Employment and apprentice training became key targets of civil rights groups as a result of the fact that Negro unemployment rates have for a decade been from 2 to 3 times the white unemployment rate, and because the Negro unemployment rate and living scale has recently shown Negroes to be falling behind as jobs shift to greater emphasis on skills with a resultant increase in unemployment among white and Negro unskilled workers.

During this period our Committee has been represented on some Committees set up by government agencies and we have cooperated with others

in an effort to do something about the problem of discrimination in employment. Among those active in this area have been: the Governor's Advisory Committee on Civil Rights; Mayor's Civic Unity Committee; Massachusetts Advisory Committee to the U. S. Civil Rights Commission; the Committee on Equal Employment Opportunity of the Federal Agency Executives Board; and the Massachusetts Commission Against Discrimination.

We have also, because of our good fortune in having a full-time secretary at our disposal who works in the civil rights field, been able to maintain contact with such civil rights "action groups" as the NAACP, CORE, the Boston Action Group and others, and at times aid them in their efforts to open up new jobs for minority groups. A few such breakthroughs have already been made in behalf of large groups of Negroes, with the understanding that no current worker was to be displaced by the companies.

It is worth noting that in other areas the Building Trades have been unfortunately made the key target of civil rights groups and have been subjected to picket-lines. Thus far, in Massachusetts, this has not happened, and we believe to some extent it is partly due to educational work carried on by our Committee over the years, partly to our contacts with the "action groups" that have enabled us to caution in the role of friend against hasty and ill-advised and unfair demonstrations, and partly to the desire of the Building Trades to play a positive role and to help to the greatest extent possible while at the same time, protecting the jobs and standards won by their members through many years of struggle. We are happy to be able to note that both in Western and Eastern Massachusetts conversations are underway in an effort to achieve agreements that would ease the plight of underemployed Negroes and aid their youth in entering apprentice-training programs, while at the same time protecting our trade union members.

The civil rights explosion also occurred in the area of housing, where minority groups living in slum areas have found themselves on the short end of the stick because their housing has usually been the first object of urban renewal programs. As a result of our concern over discrimination in housing the Civil Rights Committee recommended that the State Council affiliate with the Massachusetts Committee on Discrimination in Housing. This group is concerned with two of labor's objectives—housing discrimination and pressing for greater availability of low and middle-income housing. As a result of our affiliation with the MCDH, organized labor supported the successful legislative efforts to win passage of a bill that would reimburse to some extent people who lose their homes and are forced to move as a result of highway or similar public construction.

Organized labor also supported the successful legislative move to extend the Commonwealth's anti-bias in housing law—so that Massachusetts became the first state to ban discrimination on account of race, religion, color or national origin in any housing except owner-occupied two-family houses.

Further in the area of legislation, the Civil Rights Committee worked closely with our Legislative Department and with the AFSC&ME in stopping a sneak attempt to deprive state employees of protection from discrimination by exempting them from the Commonwealth's Fair Employment Practices law, if they are Civil Service employees.

Our Committee, incidentally, as a result of labor's experience in the fight for an FEPC law in the Bay State many years ago was able to extend a hand of support to our brothers in the Vermont AFL-CIO. The secretary of

our Committee met with them several times, aided in drawing up a model bill and in mapping the legislative drive for an AFL-CIO sponsored FEPC law in Vermont. The bill eventually passed and was signed into law and fair employment practices guarantees were thus assured in another state, thanks to the initiative and drive of organized labor.

The Civil Rights Committee also was involved in garnering support from locals for the Congressional efforts to liberalize the rules against the filibuster, to expand the size of the Rules Committee, and for the 2-day rule, as well as in support of President Kennedy's Civil Rights Program, including a Federal FEPC law, and the strengthening of the Massachusetts Commission Against Discrimination.

Along the traditional education lines of the Civil Rights Committee's work we serviced as many union seminars, institutes, conferences and conventions as we were able to cover. At all times we set up display and literature tables. And at various times we either delivered talks, conducted classes, or aided as resource people in developing civil rights resolutions. Among such affairs we covered schools conducted by the Mass. State Labor Council, 2 ILGWU schools, United Rubber Workers, United Steelworkers, and United Auto Workers. Conferences and conventions serviced include: AFSC&ME Mass. Mental Health Locals; IUE District 2; UAW Citizenship Council; New England COPE Conference; New Hampshire AFL-CIO Convention; Vermont AFL-CIO Convention; R. I. AFL-CIO Convention; R. I. AFL-CIO Legislative Conference.

We also presented a picture of labor's role and interest in the anti-discrimination movement before the New England Regional Conference of the NAACP and a Boston conference of college-students called by the Northern Student Movement. In addition we participated in a television interview on the subject of labor's interest in housing discrimination and in two radio interviews on labor efforts in behalf of civil rights.

All the foregoing is only a partial picture of the activities in which our Committee was involved. We note for example that at our urging the State Labor Council was one of the co-sponsors of the gigantic Birmingham Sympathy Rally held on Boston Common at which outrage was expressed at the happenings down there by representatives of the Catholic, Jewish and Protestant faiths. We note with pride the large number of individual unions that co-sponsored the meeting and urged their members to take part in the demonstration in behalf of human rights.

During the summer the Negro community conducted several "Freedom Schools" at churches to supplement the education of their youngsters. Our Committee was called upon and accepted the job of finding labor people who would consent to serve as teachers in these schools conducted in Roxbury.

Likewise in connection with the recent March on Washington for Jobs and Equality this project which received large-scale labor support on the national level received similar aid on a smaller scale locally as the State Council gave financial support to the March in the form of a modest contribution toward the expenses and as unions both in Boston and in Springfield chartered buses to enable their members to take part in the March.

There were a variety of other activities in which we were involved to a greater or lesser extent in our efforts to carry out AFL-CIO policy to advance civil rights and equal opportunity for every American, but space forces us to omit them. However, we would call attention to the fact that the protection of civil rights goes hand in hand with the protection of democracy. And the

safeguarding of our civil liberties has meant attention by our Committee to the antics of the right-wing extremists in our midst. This amalgam of reactionaries includes bigots, anti-labor elements, and opponents of social progress.

As a result of our activity we were able to alert various groups when, for example, Rev. Carl McIntire of the American Council of Christian Churches visited Boston. A memo issued by our Committee pointed out that his organization in reality espouses racism and bigotry and accepts the support of white supremacists, anti-Semites, anti-Catholics and anti-labor groups. An ACCC pamphlet viciously says that "The menace of Roman Catholicism in our land is hardly less than that of Godless Communism. . . ."

Likewise when Birch Society elements organized a "God and Country Rally" in Boston, the secretary of our Committee took the lead in rallying labor, civic, religious, community and civil rights groups to organize a picket-line that would portray the racist and anti-democratic and anti-labor sentiments of the speakers and organizations taking part in the program. Thanks to the denunciation by sections of organized labor, and to the joining of unionists in the exposure of the extremists, the labor-inspired counter-demonstration resulted in pitiless publicity for the right-wingers, with much less than 1000 people attending their all-star program which had been expected to draw a minimum of 5000 people.

Our Civil Rights Committee is acutely conscious that Robert H. W. Welch, Jr., head of the John Birch Society, has given special meaning and strength to the right-wing movement because he has brought business and organizational experience and ability and knowledge to it. And we have as a result tried to follow AFL-CIO policy of spotlighting and exposing and opposing the ultra-reactionaries who want to destroy our unions. This was the case when Dr. Billy James Hargis came to Boston and when Hilaire du Berrier—author of "Labor's International Network," a distortion purporting to show that organized labor is undermining Americans and socializing the rest of the world—also came to Boston.

All these activities and more lead the Civil Rights Committee to recognize that there is still a great deal of work to do in protecting democracy and human rights from the assaults of extremists, and in promoting equality of opportunity for all Americans regardless of race, religion or national origin.

We strongly recommend all affiliated locals arrange educational programs that will inform their members about the dangers to labor and its program that emanate from the organized right-wing extremists.

We also recognize that in this period when the Negro community which totals more than one tenth of America's population is struggling for "equality now," organized labor has a common cause with them. The struggle of the Negro, the Puerto Rican, the Jew, the Mexican, the Indian, and all other minority groups is for the same goals that organized labor seeks for its members—freedom, dignity, self-respect, and security. The struggle of the minorities for decent housing they can afford, for jobs, and for better education is obviously just a part of labor's wider struggle for more low and middle-income housing, for full employment, and for Federal aid to and constant improvement of our American free public school system.

We call to the attention of our locals the importance at this time in the civil rights struggle to forego general endorsement of Brotherhood and to develop specific programs and positive acts that will indicate clearly to all

that organized labor is not a mere neutral, but is solidly committed to the triumph of human rights over property rights.

In the light of a full year of activity, the Committee on Civil Rights wishes to extend its sincere thanks for their aid and cooperation to the Officers, Departments and Staff of the Massachusetts State Labor Council, as well as to the AFL-CIO Civil Rights Department. We also wish to express our debt of gratitude and thanks to our trade union brothers and sisters of the Jewish Labor Committee whose Anti-Discrimination Department has generously made available to our Committee for the furtherance of our work the full-time services of a labor civil rights specialist.

HOUSING COMMITTEE REPORT

Members: JOHN T. HUNT, *Chairman*; JOHN C. DAMERY, PAUL MCWADE, JAMES E. MURPHY, LOUIS SARNO, ANTONIO SVIZZERO, JOHN DEADY, *Secretary*.

At the initial meeting of your Committee on Housing, John T. Hunt was elected Chairman and John E. Deady, Secretary.

Your Committee held several meetings and had discussions relative to promoting decent homes for all, both on a Federal and State level basis.

On a Federal basis we find that 20,000,000 American families are still ill-housed and one-half of these 20,000,000 live in dwellings that do not meet minimum requirements for family living, and about another 2,000,000 live in dwellings in livable physical condition, but located in such run-down neighborhoods that they make poor homes for growing children.

The Massachusetts State Labor Council in conjunction with the National AFL-CIO urges the Congress of the United States to enact forward looking comprehensive housing legislation aimed at assuring construction of at least 2,500,000 homes a year throughout the country. This should include, we believe:

1. A large-scale low-rent public housing program to provide decent homes for low-income families. A minimum of 200,000 low-rent public housing units should be authorized for construction each year as an essential part of the over-all program.

2. An effective program to make good homes available to middle-income families within their means. Low-interest, long-term loans should be made available to provide homes of reasonable charges and rents to hundreds of thousands of moderate-income families who are priced out of today's housing market.

3. An effective program of housing to meet the special needs of elderly couples and individuals.

4. A federal policy to assure every family an equal opportunity to obtain decent housing without regard to race, color, creed or national origin. All housing built with the aid of federal funds or credit or any other form of financial assistance should be made available to minority families on an equal basis with all other families.

5. Authorization of at least \$1 billion a year in federal funds for the next 10 years to assure an expanded slum clearance and urban redevelopment pro-

gram on a sufficient scale to permit every city to wipe out its slums and rebuild its run-down sections as quickly as possible.

6. Effective encouragement for metropolitan planning to assure that artificial and outmoded boundaries do not block housing and redevelopment progress and dynamic urban growth.

On a state level this report will deal with the following:

1. Veterans
2. Relocation Housing
3. Elderly persons of low income
4. Legislation relative to housing

1. Veterans

Approximately 38,000 children were housed in the 15,400 completed and occupied dwelling units now comprising the Chapter 200 program. This program now houses approximately 68,800 persons including the children.

The State guarantees the bonds and notes of Housing Authorities in amounts not exceeding \$225,000,000; not over \$5,625,000 in any single year.

At the end of fiscal year 1960 there were 15,462 dwelling units in 136 projects; 43 units in Braintree were sold; 15,419 units were occupied; Average per annum 1,200 plus.

102 projects in 75 communities were financed by bonds of \$113,566,000 and the interest rate ranges from 1.68% to 2.43%. Redemptions \$15,669,000 or about \$1,305,750 per year.

34 projects totalling \$73,840,000 of temporary loan notes. Redemptions \$6,270,000.

Boston (200-13)—654 units were liquidated as of July 24, 1958 under Chapter 595, Acts of 1955 at a net cost of \$388,356.50.

9 units Braintree (200-1) sold to tenant veterans and added to 34 units previously sold brings total to 43 units sold for \$444,760. 90 single family units of which 43 were sold leaves a balance of 47 units in this project.

2. Relocation Housing

“For the purpose of avoiding, so far as practicable, during the period of public exigency, emergency and distress now existing on account of the acute shortage of housing in many cities and towns of the Commonwealth, the making of persons or families homeless as the result of the demolition of dwelling units on land acquired or to be acquired for the purposes of a land assembly and redevelopment project, an urban renewal project, or any other public body, the Commonwealth, acting by and through the board, may enter into a contract or contracts with a housing authority, or in the event a redevelopment authority exists within a city or town with a housing authority upon request of a redevelopment authority, for state financial assistance in the form of a guarantee by the Commonwealth of notes and/or bonds, of the housing authority issued to finance the cost of relocation project or projects . . . ”

“ . . . the total amount guaranteed shall not exceed twenty-five million dollars in the aggregate or the actual cost of the construction of two thousand units, whichever amount is lesser.” No contracts have been let in the last two years to meet these needs.

3. Elderly Persons of Low Income

Status of the Chapter 667 Program—

<i>Development State</i>	<i>Developments</i>	<i>Units</i>
Occupied	62	2,573
Under construction	15	989
Pre-construction	11	492
Preliminary Planning	20	1,145
	—	—
	108	5,199

4. Legislation Relative to Housing

The following statutes were enacted in the year 1961.

CHAPTER 12—An Act Increasing the Amount and Term of Indebtedness a City or Town May Incur for Housing, Redevelopment and Renewal Projects

Approved 2/1/61—Effective 5/2/61

CHAPTER 72—An Act Eliminating the Minimum Fine and Increasing the Maximum Term of Imprisonment for Violations of the Provisions of Law Prohibiting Members, Agents or Employees of Housing Authorities from Having Any Financial Interest in Projects Thereof

Approved 2/15/61—Effective 5/16/61

CHAPTER 96—An Act Providing for the Speedy Trial of Proceedings Contesting the Validity of Action Taken by a Housing Redevelopment Authority

Approved 2/20/61—Effective 5/21/61

CHAPTER 143—An Act Confirming the State Housing Board’s Approval of Urban Renewal and Redevelopment Plans

Approved 3/2/61—Effective 3/2/61

CHAPTER 188—An Act Empowering Housing Redevelopment Authorities to Take or Acquire and Clear Lands in Advance of the Adoption and Approval of Land Assembly and Redevelopment and Urban Renewal Plans and to Dispose of Land

Approved 3/10/61—Effective 3/10/61

CHAPTER 493—An Act Revising the Laws Relative to Trust Companies

Approved 5/22/61—Effective 8/20/61

CHAPTER 496—An Act Providing for a Labor Representative on Local Housing Authorities and Redevelopment Authorities

Approved 5/23/61—Effective 8/21/61

CHAPTER 543—An Act in Addition to the General Appropriations to Supplement Certain Items Contained Therein, and for Certain New Activities and Projects (Urban Renewal)

Effective 7/1/61

CHAPTER 573—An Act Increasing the Commonwealth’s Guarantee and Annual Contributions for the Housing of Elderly Persons

Approved 5/27/61—Effective 8/25/61

In the early part of the 19th century Organized Labor pioneered in Massachusetts in the establishment of a principle, constitutionally and legislatively that housing for the workers in need of such housing was a Federal, State and public responsibility and in doing so they participated in the promotion of legislation to that end with Organized Labor in partnership with those charged with such promotion.

We trust that this report gives a clear picture that Organized Labor in Massachusetts has discharged their obligation.

Your Committee further feels that the role of the Federal Government in financing housing for the veterans, the elderly middle-income and low-income groups should be expanded and that the Commonwealth of Massachusetts should more diligently pursue the Federal Funds available for that purpose as well as State Funds.

REPORT OF COMMITTEE ON ORGANIZATION AND AFFILIATION

Members: JAMES P. LOUGHLIN, *Chairman*, ANTHONY ACCARDI, JOHN COTTER, JOHN CUNNINGHAM, VINCENT DI NUNNO, JOSEPH DUGGAN, MICHAEL HARRINGTON, DAVID MCSWEENEY, FRANKLIN J. MURPHY, VALENTINE P. MURPHY, DANIEL MURRAY, FRANCIS QUINN, LAWRENCE SULLIVAN, BRADFORD HAMILTON, *Secretary*.

Organization and affiliation continues to be a subject that gives rise to certain problems which will not be solved unless they are worked out in cooperation with others outside this Committee.

It will be noted that while 48 local unions sought affiliation with the Council during the last fiscal year, 58 locals were lost. In some instances, of course, there is no alternative to disaffiliation. For example, there is no alternative when a local union goes out of existence with the closing of a plant. The same applies when a local union merges with another as a result of loss of membership or for other reasons, although in this latter case the merged locals may find themselves in a position to increase their per capita payments to the State Council.

Our Committee held meetings in three consecutive months, May, June and July, and came up with certain recommendations which paved the way for the accelerated drive to get locals to affiliate and which has begun to bear fruit.

At our May meeting, we asked for a breakdown of unaffiliated unions by areas throughout the State to be distributed to all State Council members and to all members of our Committee for appraisal. This was done.

In June we held a meeting in the Parker House, having invited officers of several Councils to participate. It was decided after discussion that an all-day meeting on organization be held to educate, encourage and actively interest more locals in this question of affiliation. We also asked that a true evaluation of the dropouts be given us so as to enable us to make a proper appraisal of their reasons for disaffiliating. This, we felt, would be helpful in any drive launched to get dropouts to reaffiliate.

The recommendation that an all-day meeting on affiliation be held was repeated at our July meeting. It is our hope that such a meeting will be arranged for a broader discussion of this problem.

It was also at our July meeting that the recommendation was made that

all regular staff members, whenever time is available to them or in the course of their travels, devote some effort to educate and encourage locals to work with the Council on this problem. This recommendation was adopted and the results to date have been encouraging.

There is a tremendous amount of work that must be done in this area. It is incumbent upon all affiliated locals to accept a share of this work. The officers and members of an affiliated local union can be most effective in convincing the officers of an unaffiliated local in their area that not only are the services of the State Labor Council essential to their membership but also that the strength of organized labor in Massachusetts is measured by the degree of coordination achieved among all unions.

This Committee will continue, as in the past, to work with all affiliated unions and with the AFL-CIO Regional Office in drives to organize the still unorganized workers in Massachusetts.

REPORT OF COMMITTEE ON SOCIAL SECURITY

Members: ALFRED OLERIO, *Chairman*; DANIEL DOWNEY, GEORGE LEWIS, BENJAMIN MAGLIOZZI, PHILIP MORSE, GEORGE MACPHERSON, EDWARD, MCMAHON, DAVID P. MCSWEENEY, ROY STEVENS, HARVEY BRIGHTMAN, *Secretary*.

Your Committee on Social Security has been occupied with the ever-spiraling cost of prepaid medical care, in particular, Blue Cross-Blue Shield. These two organizations, quasi public institutions with a special legal and tax status, should be in the forefront in furnishing the public good medical service at low cost, rather than being collection agents for hospitals and doctors.

The Blue Cross organization, through the device of experience rating, can increase its premiums over 30% (hurting the groups least able to carry health insurance) without the benefit of public hearings and avoiding the approval of public agencies.

The Blue Shield organization is dominated by the doctors who pass on both medical and economic matters. The governing bodies of this quasi public institution should have broader public representation, including Labor. It should not be the tool of any one small group. The hospitals in Massachusetts, that must assume the major responsibility in the ever-spiraling costs, operate more or less on an individual basis without planning and regard to the actual needs of the community.

For every million dollars expended for hospital capital expansion or facilities requires approximately \$400,000 annual maintenance cost. This does not include allowance for changes in prices and wage levels. It is, therefore, necessary that hospitals pool resources, special equipment, technicians purchase material jointly and plan on a community level.

Robert M. Segal, Counsel for the Massachusetts State Labor Council, and Alfred Olerio, Chairman of the Social Security Committee, have given pages of testimony before the Massachusetts General Court Investigating Committee on Blue Cross-Blue Shield. They presented the views of the Social Security Committee as to the areas of improving coverage, medical services, and con-

taining the ever-spiraling cost. Accordingly, it was recommended that statutory changes be made to provide the following:

1. Eliminate experience rating and replace it with community rating.
2. Eliminate the 20% surcharge on dual coverage which is discriminatory.
3. Reduce the statutory requirements of up to 40% for reserves to 25%.
4. The establishment of hospital utilization and medical audit committees to review hospital stays and utilization.
5. Sub-divide Massachusetts into seven (7) regions with a Regional Planning & Review Board with public, including Labor, representation.
6. Greater public, including Labor, representation on Blue Shield Governing Boards.
7. Increase the income level on Blue Shield Plan A (not changed since 1947) and Blue Shield Plan B (not changed since 1957) to higher levels.
8. Both Blue Cross and Blue Shield should more vigorously represent the interest of its subscribers. These organizations cannot ride two horses at one time.

The Massachusetts State Labor Council has retained Dr. Roy Penchansky from the Harvard Medical School on Public Health to make a study in the Greater Boston area, as to the medical needs of Labor members with the prospect in mind of developing a direct payment comprehensive medical program at a reasonable cost for members of Labor.

In accordance with Resolution #49 passed at the Fifth Annual Convention of the Massachusetts State Labor Council, it is readily seen that your Committee is using every possible approach to improve medical coverage for its members at a reasonable cost.

Members of the Social Security Committee will participate in a two-year program for achieving mental health planning goals in Massachusetts as approved in June, 1963, by the Public Health Service and its National Institute of Mental Health. The program proposes to:

1. develop a comprehensive plan of mental health service for Massachusetts;
2. involve community and professional leaders in its formulation and implementation;
3. develop a planning mechanism which can later be permanently integrated into the organizational structure of the Department of Mental Health.

Your Committee also is happy to report that through the efforts of the Massachusetts State Labor Council and the Legislative Department, that the Massachusetts General Court has increased the maximum unemployment benefits from \$40 to \$45 per week; increased earnings eligibility from \$650 to \$700 in the yearly period. The total amount obtained is an increase from \$1,200 to \$1,350.

The Committee will submit resolutions on some of the subject matters, including one on automation and hope that the Convention will take favorable action.

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO, COMMITTEE ON TAXATION 1963 REPORT

Members: RICHARD B. O'KEEFE, *Chairman*; ROBERT FLYNN, JOSEPH HARDMAN, VALENTINE P. MURPHY, HAROLD PHELPS, PHILIP SALEM, CHARLES WARREN, ROBERT WEISMAN, JOHN F. JELLISON, *Secretary*.

Since the last Convention, the Committee on Taxation has held many meetings to discuss the various tax bills that were filed by the Legislature by many legislators and others. As determined by the State Council, appearances were made, on behalf of the Committee and the State Council, before Legislative Committees on tax bills.

Perhaps, one of the most significant moves by organized labor, this year, was the effective presentations made by State Council President J. William Belanger, Legislative Director James A. Broyer, and Chairman of the Taxation Committee Richard B. O'Keefe, State Council Vice-President—at the hearings on several sales tax proposals.

They and other representatives of labor, throughout the Commonwealth, reiterated the position of the Massachusetts State Labor Council, in reference to the sales tax and in terms that left no doubt whatsoever in the minds of the legislators that labor would fight any attempt to enact the sales tax with the same intensity that prevailed in the sales tax battles during previous administrations.

Your Tax Committee also made its position clear in opposition to any increase in the income tax on the grounds that the Commonwealth has sufficient revenues to provide pay raises for state employees and to continue a program of making our Commonwealth a better state in which to live and work.

The Chairman of the Taxation Committee was recommended, by the State Labor Council, to serve on the Commonwealth's special Tax Commission studying the feasibility and advisability of conforming the provisions of the state income tax with those of the Internal Revenue Code. The State Commissioner of Taxation, in accordance with the above mentioned recommendation, did appoint Vice-President O'Keefe to the Commission and he is the only representative of labor on this Commission.

The Committee wishes to thank the officers and the State Council, along with Locals and officers who participated in making this year another successful one on the broad front of tax legislation.

COMMITTEE ON WORKMEN'S COMPENSATION

Members: OSCAR R. PRATT, *Chairman*; ARTHUR CECELSKI, LESTER GORDON, NEIL MACKENZIE, EUGENE MCCABE, WALTER J. MONAHAN, GERALD MURPHY, SALVATORE PERCOCO, LOUIS W. POIRIER, CHARLES F. SPILLANE, and SAMUEL VITALE.

The policies and legislation dealing with Workmen's Compensation, developed by the 1962 Committee, were embodied as recommendation in the report of the Committee to the 1962 Convention of the Massachusetts State Labor Council AFL-CIO and were adopted by the Convention.

The following bills were filed by the Massachusetts State Labor Council AFL-CIO for submission of the 1963 session of the General Court, pursuant to the recommendations of the 1962 Committee and their acceptance by Convention last year.

(1) House No. 1467 provided for a weekly benefit of two-thirds of the average wage at the time of injury, not to exceed \$150.

This proposal created considerable interest as well as opposition, mainly as to what the increased costs would be. This highlights the fact that more exact and detailed information is needed as to benefit costs which is not compiled or available at present.

House 1467 was reported under a new draft House No. 3388, which increased the weekly maximum benefit to \$53 and was enacted as Chapter 460 Acts of 1963 and the benefit increase goes into effect on September 2, 1963.

(2) House No. 1471 provided that twenty percent be added to all benefits paid with reasonable charges incurred by a claimant in pressing his claim, if compensation is not paid within thirty days from date of injury.

The purpose of this measure was to accelerate compensation payments where no question of liability exists, and to curb the practice of insurers of using their vast resources, to disclaim liability on various grounds, many of which would appear to be dilatory and capricious.

This requires claimants to have their cases adjudicated at hearings, with consequent delay of many months before the case is heard and settled.

Needless to say, H. 1471 encountered the ultimate in opposition and failed to win approval.

(3) House No. 1570 would establish an exclusive State Fund to provide Workmen's Compensation coverage. Such legislation has a traditional background and has been advocated by labor for many years.

H. 1570 was reported on Senate No. 796 and provides for a study of the bill by the Committee on State Administration during the recess of the General Court.

There are many factors, relating to this type of legislation that your Committee believes should be studied, and therefore recommend that, immediately after this year's Convention the Committee should meet promptly in order to have state fund legislation prepared in time for submission before the deadline for filing is reached on December 4, 1963.

Adverse Legislation

House No. 944 would permit insurers to stop paying compensation by merely filing a medical report of a doctor, stating the injured worker had recovered and was no longer disabled. House No. 1955 would change the present law relating to notice of claim. In effect it would establish a statute of limitation in the Act. This proposal is contrary to well established medical knowledge, which has proved, that serious crippling injuries may take years before their final effect develops and render an individual completely incapacitated.

Each year bills of this type are filed. Were they to become law, thousands of injured workers would lose benefits the law now provides, and would further increase costly litigation for claimants.

Both these bills were defeated, but the fact they are filed year after

year with some changes in language, is a warning that labor must never relax its vigilance to prevent damage to our Act.

Safety

Your Committee again wishes to emphasize the need for safety and accident prevention. The necessity for more inspectors in the Department of Labor and Industries still exists and unless there is more inspection, the injury rate will continue to rise.

It is recommended that active joint committees of union and management representatives be established to function in the field of accident prevention and safety and the expediting of Workmen's Compensation claim settlement.

Your Committee feels that a bill such as H. 1471, the penalty for delayed payments should be filed and that legislation for a benefit of two-thirds of the average wage with a ceiling of \$150 weekly should be continued.

We repeat the following from our report of 1962:

The Committee is firmly of the opinion that a greater knowledge of the workings of the Massachusetts Workmen's Compensation Act would do two things, namely:

1. The injured worker would avoid common errors that delay settlement due to the opportunity given insurers to contest liability, plus the value of making a settlement when knowing what the law provides.
2. Greater support would be had from local unions in improving the law by legislation.

NEW AFFILIATIONS AND REAFFILIATIONS

July 1962

Leather Workers No. 59, Bellingham
 National Federation of Post Office Motor Vehicle Emp. No. 46, Boston
 International Longshoremen's Association No. 822, Boston
 Amalgamated Silver Workers No. 19, Newburyport
 Railway Patrolmen No. 31, Boston (Reaff.)
 Laborers No. 133, Quincy (Reaff.)
 USA No. 2831, Boston (Reaff.)
 OCAW No. 8-1409, Boston (Reaff.)
 IWIU No. 54, Fitchburg (Reaff.)
 United Federal Postal Clerks No. 51-100, Boston (Reaff.)
 American Federation Technical Engineers No. 151, Quincy (Reaff.)

August 1962

Barbers No. 238, Brockton (Reaff.)
 Barbers No. 545, Holyoke (Reaff.)
 CWA No. 1395, Boston (Reaff.)

September 1962

Molders No. 167, Springfield
Painters No. 623, Chelsea
Glaziers No. 1044, Boston
AFSC&ME No. 1451, Boston (Reaff.)
AFSC&ME No. 804, Boston (Reaff.)
Stage Employees No. 53, Springfield (Reaff.)

October 1962

(No new affiliations or reaffiliations)

November 1962

United Municipal Employees No. 495, Worcester (Reaff.)
Building Service Employees No. 373, Boston (Reaff.)

December 1962

AFSC&ME No. 165, Northampton
AFSC&ME No. 193, Lynn
AFSC&ME No. 230, Boston
AFSC&ME No. 602, Cambridge
AFSC&ME No. 1067, Bridgewater
AFSC&ME No. 1210, Watertown

January 1963

AFSC&ME No. 1016, Sharon

February 1963

AFSC&ME No. 800, Newton
ILGWU No. 311, Lawrence
ILGWU No. 484, Winchendon
UWUA No. 446, Lynn

March 1963

USA No. 6306, Worcester
AFSC&ME No. 86, Boston (Reaff.)

April 1963

AFSC&ME No. 806, Holden
United Cement, Lime & Gypsum Workers No. 132, Lee
Dental Technicians Guild No. 222, Boston
IWIU No. 52, Millis
Painters No. 1138, Boston
Teachers No. 1457, Everett
AFSC&ME No. 910, Springfield (Reaff.)

May 1963

AFSC&ME No. 861, Pittsfield
Bill Posters No. 17, Boston

June 1963

Boilermakers No. 740, Worcester

TWUA No. 1569, Lawrence

TWUA No. 1124A, New Bedford

Air Line Pilots Association No. 28, Boston

DELINQUENT LOCALS SUSPENDED JUNE 30th, 1963

<i>Union</i>	<i>Local No.</i>	<i>City</i>
*Boilermakers	746	Boston
Building Service Employees	373	Boston
Carpenters	218	Boston
Operating Engineers	62	Boston
East Boston Dock Workers	822	Boston
*Novelty Workers	18	Boston
Teachers	1340	Chelsea
*Gloucester Labor Council		Gloucester
*AFSC&ME	864	Greenfield
Moving Picture Operators	596	Greenfield
Paper Makers	204	Haverhill
*Roofers	131	Haverhill
Barbers	545	Holyoke
Printing Pressmen	45	Holyoke
United Textile Workers	1929	Holyoke
Painters	1827	Hyannis
Fire Fighters	146	Lawrence
Building Service Employees	492	Medford
United Textile Workers	25	New Bedford
Stage Employees	792	Plymouth
*Fire Fighters	792	Quincy
Laborers	14	Salem
Cordage & Twine Workers	704	Shirley
Carpenters	2540	Springfield
Stage Employees	53	Springfield
Millinery Workers	116	Ware
Metal Polishers	80	Westfield
*Roofers	105	Worcester
United Federal Postal Clerks	51-100	Boston
CWA	1395	Watertown
IWIU	54	Fitchburg
*IWIU	59	New Bedford
UPP	534	Pepperell
*USA	2825	Everett
USA	2828	Palmer
USA	3590	Worcester
*TWU	515	Boston

*Indicates payment received after July 1, 1963—local reinstated

MASSACHUSETTS STATE
LABOR COUNCIL, AFL-CIO
REPORT ON AUDIT

June 30, 1963

FLAHERTY, BLISS AND COMPANY
CERTIFIED PUBLIC ACCOUNTANTS

40 COURT STREET
BOSTON

FLAHERTY, BLISS AND COMPANY
Certified Public Accountants
40 COURT STREET
BOSTON

August 21, 1963

Massachusetts State Labor Council, AFL-CIO
11 Beacon Street
Boston, Massachusetts
Gentlemen:

In accordance with instructions we have made an examination of the books and records of Massachusetts State Labor Council, AFL-CIO, for the year ended June 30, 1963. We have prepared and attach hereto the following financial statements:

- Exhibit 1* Balance Sheet—June 30, 1963.
- Exhibit 2* Statement of Income and Expense and Analysis of Net Worth—
For the Fiscal Year Ended June 30, 1963.
- Schedule 1* Statement of Membership—For the Fiscal Year Ended June 30, 1963.
- Schedule 2* Analysis of 1962 Convention Expense.

COMMENTS

<i>Cash in Bank and on Hand</i>	<u>\$23,231.21</u>
The cash consisted of the following:	
First National Bank of Boston—Checking Accounts:	
General Fund	\$19,027.13
Year Book	3,182.32
Benefit Plan	291.57
COPE	<u>705.19</u>
Total Checking Accounts	\$23,206.21
Petty Cash Fund	<u>25.00</u>
Total	<u>\$23,231.21</u>

We received from the First National Bank of Boston a statement of cash balances at June 30, 1963, and we have reconciled that statement of balances with the books.

The balance of the COPE account (\$705.19) may only be used for political, educational and administrative expenses within the provisions of state and federal laws.

<i>Dues Receivable from Affiliates</i>	<u>\$9,900.54</u>
--	-------------------

Our examination of the records showed the above amount represents the total of the open balances as shown by the dues ledgers. Dues Receivable represent per capita tax dues of .05 cents per member per month that affiliated local unions pay to the State Labor Council.

At June 30, 1963, certain affiliated local unions had not paid their current per capita dues and these unpaid items amounted to \$9,900.54. None of the balances has been verified by correspondence.

<i>U. S. Government Securities (at cost)</i>	<u>\$8,500.00</u>
--	-------------------

The securities belong to the General Fund (they are registered in the name of Massachusetts Federation of Labor Workmen's Compensation) and consist of the following:

2½% Treasury Bonds issued February 1, 1944, and are due in 1965-1970—par value and cost \$8,500.00.

On January 29, 1962, one of our representatives inspected the above securities at the safe deposit box maintained at the First National Bank of Boston, and that bank has stated to us in a letter that the safe deposit box had not been opened between January 29, 1962, and June 30, 1963.

<i>Deposit</i>	\$425.00
	<u> </u>

In a prior year the sum of \$425.00 was deposited with the American Airlines in order to establish air travel credit card privileges. We did not verify this deposit by correspondence.

<i>Accounts Payable</i>	\$3,145.00
	<u> </u>

Unpaid liabilities applicable to the year ended June 30, 1963, consist of the following:

Scholarship awards to be made at the 1963 Convention	\$1,000.00
E. L. Grimes Printing Company for printing 1,400 copies of Proceed- ings of the Fifth Annual Convention	2,074.00
Miscellaneous	71.00
	<u> </u>
<i>Total</i>	\$3,145.00
	<u> </u>

All the above items are current, and we have been informed that all known liabilities of consequence have been entered in the books at June 30, 1963.

<i>Payroll Taxes and Payroll Deductions Payable</i>	\$2,254.38
	<u> </u>

At June 30, 1963, there was accrued and unpaid the following items:

Federal Income Tax Withheld	\$1,029.16
Massachusetts Income Tax Withheld	351.60
F.I.C.A. Taxes	414.64
Massachusetts Unemployment Tax	218.98
Federal Unemployment Taxes	240.00
	<u> </u>
<i>Total</i>	\$2,254.38
	<u> </u>

All of the above items are current.

<i>Dues from Affiliates Received in Advance</i>	\$726.70
	<u> </u>

Certain affiliated unions had paid per capita dues of \$726.70 that are applicable to the period starting July 1, 1963, and we have deferred this amount of dues to the next accounting period.

<i>1963 Year Book Advertising Received in Advance—Net</i>	\$5,666.28
	<u> </u>

During the year under review there was received for the 1963 year book for advertising as follows:

Receipts for advertising	\$9,443.80
Less: Commissions incurred in securing this advertising	3,777.52
	<hr/>
Net Received to June 30, 1963, for the 1963 Year Book	\$5,666.28
	<hr/>

The 1963 Year Book will not be published until September, 1963, and so the income and expense involved have been deferred to the next accounting period.

GENERAL COMMENTS

In general, we have examined accounting records and other supporting evidence submitted for our inspection by methods and to the extent we deemed appropriate. While a review of the accounting procedures and system of internal control has been made we did not make a detailed audit of the transactions.

In our opinion the accompanying Balance Sheet of June 30, 1963, and the Statement of Income and Expense and Analysis of Net Worth for the Fiscal Year Ended June 30, 1963, and related schedules fairly present the financial position of Massachusetts State Labor Council, AFL-CIO, at June 30, 1963, and the results of its operations for the year then ended in accordance with accepted principals of accounting applied on a basis consistent with that of the preceding year.

Respectfully submitted,
FLAHERTY, BLISS AND COMPANY

Exhibit 1

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
BALANCE SHEET

JUNE 30, 1963

ASSETS

Cash in Bank and on Hand	\$23,231.21
Dues Receivable from Affiliates	9,900.54
Other Receivables	618.88
U. S. Government Securities (at cost)	8,500.00
1963 Convention—Advance Expenses	36.00
Deposit	425.00
<i>TOTAL ASSETS</i>	<u>\$42,711.63</u>

LIABILITIES—DEFERRED CREDITS—NET WORTH

Liabilities

Accounts Payable	\$ 3,145.00
Payroll Taxes and Payroll Deductions Payable	2,254.38
Total Liabilities	<u>\$ 5,399.38</u>

Deferred Credits:

Dues from Affiliates Received in Advance	\$ 726.70	
1963 Year Book—Advertising Received in Advance	\$ 9,443.80	
Less: Commissions Paid on above Advertising	3,777.52	5,666.28
Total Deferred Credits		6,392.98
Net Worth		30,919.27
<i>TOTAL LIABILITIES—DEFERRED CREDITS—NET WORTH</i>		<u>\$42,711.63</u>

Note: The above statement is part of a report dated August 21, 1963, and is subject to the comments contained therein.

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

STATEMENT OF INCOME AND EXPENSE AND ANALYSIS OF NET WORTH

FOR THE FISCAL YEAR ENDED JUNE 30, 1963

	COPE Funds	General Funds	Total
Income:			
Per Capita Dues from Affiliated Locals		\$159,629.90	\$159,629.90
COPE Receipts	\$27,332.38		27,332.38
Receipts from Labor Institute \$ 3,304.58			
Less: Expenses	3,867.84	(563.26)	(563.26)
Receipts from 1962 Year Book			
Advertising	\$17,430.00		
Less: Expenses and Commissions	8,854.25	8,575.75	8,575.75
Receipts for Voter Registration \$20,100.00			
Less: Disbursements	20,100.00		
Interest on U. S. Bonds		212.50	212.50
Miscellaneous Income		87.83	87.83
Total Income	\$27,332.38	\$167,942.72	\$195,275.10
Expense			
Salaries:			
Secretary-Treasurer	\$11,000.00		
Legislative Director	9,000.00		
Legislative Agent	8,153.84		
Education Director	8,500.00		
COPE Director	8,500.00		
Public Relations Director	8,307.68		
Clerical	26,455.00	\$ 79,916.52	\$ 79,916.52
Travel and Expenses:			
Legislative Department	\$ 7,975.78		
Education Department	1,480.18		
COPE Department	1,672.19		
Public Relations Department ..	755.34		
Secretary-Treasurer and			
Others	6,278.52	18,162.01	18,162.01

Legal Advisor	4,004.00	4,004.00
Rent and Light	9,600.00	9,600.00
Auditing	750.00	750.00
Office Expenses	757.31	757.31
Office Supplies (including machines and equipment of \$171.92)	4,476.48	4,476.48
Postage	5,877.76	5,877.76
Blue Cross-Blue Shield Expenses	2,758.44	2,758.44
Dues to Affiliated Organizations	191.70	191.70
Miscellaneous	644.28	644.28
Cost of Life Insurance and Retire- ment Program of Employees	8,469.88	8,469.88
1962 Convention Expense (see Schedule 2)	13,820.70	13,820.70
Totals Forwarded	\$149,429.08	\$149,429.08
Totals Brought Forward	\$149,429.08	\$149,429.08
Donations and Subscriptions	3,328.25	3,328.25
Tickets	3,076.80	3,076.80
Executive Council Meetings and Expense	6,084.28	6,084.28
Insurance	213.16	213.16
Essay Contest Expense and Scholarship	3,792.29	3,792.29
Messenger Service	305.34	305.34
Newsclip Service	212.73	212.73
Printing Expense of Newsletter	1,670.30	1,670.30
Physically Handicapped Scholarship Program..	500.00	500.00
Taxation Committee Expense	5,459.51	5,459.51
Watt Fellowship Program	3,098.50	3,098.50
Miscellaneous Expenses of Committees	259.09	259.09
Payroll Taxes	2,779.66	2,779.66
Telephone and Telegraph	3,802.11	3,802.11
Bad Debts—Per Capita Tax Owed by Suspended Locals	1,421.85	1,421.85
Advertising	704.90	704.90
Labor Records	880.00	880.00
Political Campaign Expenses of COPE	\$32,634.58	32,634.58
<i>Total Expenses</i>	<u>\$32,634.58</u>	<u>\$187,017.85</u>
<i>Net Loss for the Fiscal Year Ended</i> <i>June 30, 1963</i>	<u>(\$ 5,302.20)</u>	<u>(\$ 19,075.13)</u>
Net Worth June 30, 1962		\$ 55,296.60
<i>Net Worth June 30, 1963</i>		<u>\$ 30,919.27</u>

Note: The above statement is part of a report dated August 21, 1963, and is subject to the comments contained therein.

Schedule 1

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
STATEMENT OF MEMBERSHIP
FOR THE FISCAL YEAR ENDED JUNE 30, 1963

Affiliated Organizations—July 1, 1962	991
Affiliated Organizations accepted during the year	48
	<hr/>
Total	1,039
Affiliated Organizations lost during the year (by mergers, withdrawals, suspensions and adjustments)	58
	<hr/>
Affiliated Organizations—June 30, 1963	981
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Note: The above statement is part of a report dated August 21, 1963, and is subject to the comments contained therein.

Schedule 2

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
ANALYSIS OF 1962 CONVENTION EXPENSE
BOSTON, MASSACHUSETTS

October 2, 3, 4, 5, 1962

Printing, Proceedings, Reports, Resolutions, Credentials, etc.....	\$ 4,670.30
Hotel—Hall Rental, Rooms, Meals, Gratuities, etc.....	(1) 2,443.11
Convention Badges	1,012.90
Stenotyping and Typewriting	637.00
Entertainment	1,050.00
Signs, Posters and Plaques	514.00
Convention Photos	409.00
1,400 Plastic Portfolios	685.40
Miscellaneous	2,398.99
	<hr/>
Total	\$13,820.70
	<hr/> <hr/>

Note: (1) This amount reduced by Registration Fees (which fee includes dinner charges) in the amount of \$5,430.00.

(2) The above statement is part of a report dated August 21, 1963, and is subject to the comments contained therein.

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